

UNIVERSITY  
OF TORONTO

# Bulletin

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OCTOBER 30,  
1989

## Inside

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## Prichard appointment gets optimistic response

by Jane Stirling

THE APPOINTMENT of Dean Robert Prichard of the Faculty of Law as the University's next president is regarded by both the faculty and staff associations as an auspicious start for a new decade.

"We have to be optimistic," said UTFA president Fred Wilson. "He's got a good record, he's well liked in his faculty and he's respected as a scholar, administrator and fund raiser."

Wilson said he thinks Prichard will be more effective than his predecessors in carrying the University's message to the public, alumni and government.

The new president must continue to address the underfunding issue, Wilson said. Ensuring adequate funds for sala-

ries will maintain faculty at U of T and attract new professors.

"He must ensure there's government support in turning around the pattern of underfunding," Wilson said. "It's changed very dramatically in the States and we hope our president can bring about a similar turnaround in this country."

David Askew, president of the U of T Staff Association, said he thinks the president-elect will attempt "to bring about consensus instead of sitting atop the hierarchy orchestrating things from above. All indications suggest he'll be an active president."

Although Prichard does not assume the presidency until July 1, he has already been in touch with the various campus constituencies. "He's called me and said he wants to establish a good



Robert Prichard

working relationship," Askew said. "He's doing the right things at the start to convey a willingness to deal with us."

Askew said Prichard will have to try to build a sense of cohesion and improve morale on campus. "He must get faculty, staff and student organizations pulling together and moving in the same direction," Askew said. "There are so many disparate opinions that it won't be easy, but there will have to be compromise."

Rosalie Abella, chair of the Ontario Law Reform Commission, called

Prichard "a leader who is allergic to failure."

Abella, who has worked with Prichard on the commission for seven months, said he is "intellectually rigorous, forward-looking but equally aware of traditions."

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STEPHEN EPSTEIN, IMS

## Ornithopter flies!

ON OCT. 24 Professor Jim DeLaurier of the Institute for Aerospace Studies and Jeremy Harris, principal research engineer at Battelle Memorial Institute in Ohio, took their ornithopter out for another test run, the 25th in four years. This time it flew.

Or to be correct, it half flew. The definition of flying, in this case, is that the aircraft goes higher than the launching point and that "it comes down when we want it to," says DeLaurier.

The ornithopter met the first criterion. But, in both attempts made, the engine stalled after 20-30 seconds. DeLaurier and Harris are almost certain that they know what the problem is and will

spend the winter rectifying it.

Last week all they could do was get used to the idea that after 20 years of theoretical analysis and modelling, the ornithopter stayed in the air for more than a couple of seconds.

The video camera operators recording the flight were as surprised as anyone. Familiar as they were with failed attempts, they panned the cameras down at the time the ornithopter usually would crash. But in this case they had to look up, not down.

Eight people witnessed the event on a hillside in Mono Mills north of Toronto. The launching was done by Chris Lewis, a student in DeLaurier's research group.



KARINA DAHLIN

## Exclusive club

As part of the 25 Year Club celebrations, Julia Reibetanz of the Department of English congratulates Robert Pugh of the Department of Physics for his extended service. See pages 12-13 for story, more pictures.



JEWEL RANDOLPH

## André Salama to lead electronics network

by Karina Dahlin

THE UNIVERSITY will be the principal partner in one federal centre of excellence and a participant in nine others. A total of 14 centres are to be established.

William Winegard, minister of state for science and technology, announced the creation of the federal centres Oct. 26.

Professor André Salama of the Department of Electrical Engineering will head the centre on micro-electronic devices, circuits and systems for ultra large-scale integration. Fifty-seven scientists at U of T will take part in the work of the nine other centres. The University submitted proposals for 14 centres here and participation in 75 others.

The total budget for Salama's proposal is \$14 million, of

which \$2.7 million will be spent at U of T and the rest at Carleton University, McGill University, the Universities of

See FEDERAL : Page 5

## U of T Day draws crowds despite rain

**MORE THAN 20,000 people attended this year's U of T Day on Oct. 21. Marvi Ricker, director of the Office of Public & Community Relations, said that despite the rain, the number of visitors increased again this year.**

Ricker said greater numbers of children attended with their parents this year, attracted in part by the "petting zoo" at the Department of Zoology and an opportunity to use a high-speed drill on a dummy at the Faculty of Dentistry.

See U OF T DAY: Page 7

## Investments total \$1 billion

U OF T'S INVESTMENTS add up to more than \$1 billion. In its semi-annual report, the Presidential Investment Advisory Committee told the Business Board Oct. 23 that the pension fund is valued at \$880 million, the Connaught Fund at \$58 million and the Endowed Funds Investment Pool at \$114 million.

Over the past four years, the pension fund has earned an average of 12.5 percent and the Connaught Fund 11.6 percent.

Four-year averages are not recorded for the endowed funds pool because the current manager, Mu-Can Investment Counselling, has only a two and a half year record of performance. During the year that ended June 30, the return was 14.6 percent.



# Tracking Prichard's rise

by Jane Stirling

PRESIDENT-ELECT Robert Prichard, dean of the Faculty of Law, doesn't like to get too comfortable. Although he has occupied the dean's office on the second floor of Falconer Hall for more than five years, the pictures still aren't up — they're leaning against the wall.

This state of permanent transition pretty much describes Prichard's career to now. The 40-year-old incoming president has given new meaning to the phrase "progress through the ranks." On July 1 he assumes the presidency of Canada's largest university, taking over from President George Connell for a five-year term with a possible five-year extension. His appointment was announced Oct. 12.

Prichard, who will be 41 when he takes office, will be the second youngest person to head the University. (Sir Robert Falconer, president from 1907 to 1932, was a year younger when appointed.) His ascent to the top spot at Simcoe Hall "has come much earlier in my life than I ever dreamed it might," he said.

Prichard dates the start of his rapid administrative rise to 1984, the year he became dean of law. A series of events touched off by the sudden death of Presi-

dent-elect Donald Forster in 1983 meant changes in the administrative hierarchy. Provost David Strangway became the interim president in 1983-84, and Professor Frank Iacobucci, then dean of law, took over the provost's post. Prichard, then 35, became dean.

The sudden advancement surprised him. "In my mind, I'd hoped at some point I might have the chance to be dean but I'd imagined it might happen when I was in my 40s or 50s."

He accepted the job on the condition that it be for a six-year, non-renewable term. This fall he was planning a move to Harvard Law School in the summer to assume a visiting professorship.

Some people wonder if he might eventually head toward politics. He has said he has "absolutely and unequivocally" no plans to seek political office. "I plan to continue to be involved in law, education, the University and public policy. I don't see any reason to aspire to anything else."

## Romance, adventure

Prichard was born in London, England, in 1949 and arrived in Canada a year later when his father, a neurologist, accepted an appointment at U of T. His father, John, was a professor in the Faculty of Medicine from 1950 until his death in 1986 and head of the division of neurology at Sick Children's Hospital.

As a boy, Prichard attended Upper Canada College. He studied economics at Swarthmore College, Pennsylvania, for three years before attending the Graduate School of Business at the University of Chicago, from which he received an MBA in 1971.

In 1971-72 he took a year off to work in Hong Kong and hitchhike around the world "because I wanted romance and adventure. I had a strong sense of intrigue about the Far East and I knew I wouldn't be happy until I saw it."

That fall he returned to Toronto and enrolled in law. He met Victoria College graduate Ann Wilson, "fell in love with her on the spot" and spent the next year "trying to persuade her to have dinner with me." They were married in 1975.

Prichard began to contemplate an academic career while in his second year of law school. "I realized the possibilities it would allow me of combining my interests in scholarship with my interests in public policy. It emerged as an exhilarating option."

After graduating from U of T at the top of his class, he received a master of law degree from Yale Law School in 1976 and accepted an appointment at U of T. He spent a year teaching at Yale in 1982-83 and a year at Harvard in 1983-84 before accepting the dean's position at U of T.

As dean, Prichard has given much time to fundraising activities for the new law library. A bust of Bora Laskin, former chief

justice of the Supreme Court of Canada, sits in his office "watching me to make sure I get his library built."

Despite the success of the campaign for the library, Prichard is uncomfortable with his reputation as a fund raiser. "Fund raising should follow or track the institution rather than lead it," he said.

"The better we make this university, the more exciting we make it, the more change we introduce, the more vibrant we are, then the more we'll find support in every quarter. It's not possible to raise money for a losing cause. It's gratifying and rewarding to raise money for a winning one."

He will use the next eight months to listen to faculty, staff, librarians and students. "I have an enormous amount to learn. I need these months to figure out how best I can do this multi-year job."

As he looks forward to his new role, Prichard knows he will need to balance time with his family and the demands of the job. He has three sons — Will who is 9, Kenny, 7 and John, 4.

"My kids are my passion. When I have spare time, my favourite thing is to kick around with my family whether that's throwing the baseball around on the front lawn, going to the cottage or going for a bicycle ride."

For relaxation he enjoys fly-fishing ("as long as I catch at least one"), canoeing and downhill skiing with his children.

Ann, also a lawyer, works part-time as the director of an Ontario government task force examining discrimination against immigrants in the professions and trades. When her current contract ends, she hopes to continue working. However, with a young family and the responsibilities that may come with her husband's work, working will be "another ball I have to juggle so I'll have to consider very carefully anything I take on."



Robert Prichard and Ann Wilson with, from left, John, Will, and Kenny

Despite having small children in the house, she foresees no problems with their social duties. "We do quite a lot of entertaining now and we're used to it and enjoy it," she said. "Our intention is to involve our kids in everything we do. If we have a party here, they'll be evident. I don't plan to lock them out of anything."

Although the two youngest boys don't understand the importance of their father's new position, the oldest is "quite intrigued because it was in the papers and all his friends saw it," Ann said.

## Commitment

Continued from Page 1

He can bring about consensus on an issue because he has a "strong sense of conviction and courage," she said.

Frank Iacobucci, chief justice of the Federal Court of Canada, said Prichard has "a rare combination of intellect, energy and commitment." Iacobucci, a former law dean and provost at U of T, said the president-elect "has the remarkable ability to grow in everything he's taken on and that growth will be a part of his presidency."

Charles Blattberg, president of the Students' Administrative Council, said the president-elect seems genuinely interested in improving the undergraduate experience.

"We felt an individual was needed who understood the campus and could change the environment to warm it up and make it more personal," Blattberg said. "He's indicated a willingness to tackle this issue."

Blattberg said Prichard's success in fund raising at the law faculty is a good sign for the University. "He seems to understand the importance of public and private lobbying. U of T must have a sophisticated lobby network at Queen's Park."

## UNIVERSITY OF TORONTO Bulletin

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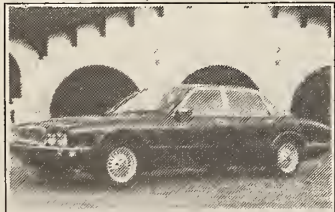
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## Director named for U of T Press

THOMAS ROTELL, currently director of the University of Pennsylvania Press, will become director of U of T Press Dec. 4. Rotell joined Pennsylvania in 1983 after 10 years as director of Columbia University's Teachers College Press. Before that, from 1973 to 1977, he was head of sales and marketing in the educational division of Random House Inc.

He has a bachelor of science degree from Pennsylvania State College and did graduate work at Ohio State University.

Rotell replaces Harald Bohne, who retired last summer after 35 years at the press, 11 as director. In July, Harry Van Ierssel, assistant director (finance), was appointed interim director until a permanent one took over.

With about 1,000 titles in print, and some 100 new titles annually, U of T Press is Canada's leading English-language scholarly publisher.

# University, Merieux come to terms

by Jane Stirling

THE UNIVERSITY will be "completely satisfied" if either of two foreign takeover bids for Connaught BioSciences Inc. is approved by shareholders, says Professor Jim Keffer, vice-president (research).

Bids from Institut Merieux SA of France and JV Vax (jointly controlled by Ciba-Geigy Ltd. of Switzerland and Chiron Corp. of California) guarantee there will be a "net benefit to research and development in Canada," Keffer said.

The University dropped its court challenge to Merieux's \$942 million takeover bid of Connaught and signed an agreement with the French serum maker on Oct. 25.

Connaught, the U of T and the Su-

preme Court of Ontario agreed that, given the agreement, there was no reason to take the case to court, Keffer said. The University had based its case on a 1972 agreement between U of T and the federal government that said Connaught could not be sold to foreign interests.

Under the terms of the agreement, Merieux would spend \$15 million during the next 10 years to finance vaccine-related and immunological research. This university and others would share \$9 million, with research institutes dividing the balance.

In 1988 Connaught provided U of T \$400,000 for research.

Keffer said the low level of funding by the Canadian drug company "didn't represent the potential for research" in

the country. "It represented the limitations of Connaught." The potential infusion of money from one of the foreign bidders will "enhance the research level in Toronto and across Canada."

In addition to the \$15 million in research funding, Merieux has promised to build a \$30 million to \$40 million biotechnology centre in Toronto that would create at least 125 new jobs.

The University reached a similar research funding agreement with JV Vax on Oct. 18. Its \$764 million bid included spending \$15 million in research at U of T in the next 10 years with an additional \$10 million for other universities and research centres.

Investment Canada, the federal agency that reviews foreign acquisitions of Canadian companies, has yet to make its final decision on Merieux's bid. Two weeks ago, it ruled Merieux's offer unsatisfactory because its application didn't contribute to Canada's "net benefit." It gave the French company 30 days to improve its bid.

Alan Nymark, executive vice-president of Investment Canada, said the U of T-Merieux agreement will be "very helpful" in advancing Merieux's bid. Officials from the federal agency and the French drug company met Oct. 19 to discuss ways to improve the application.

Connaught shareholders are expected to decide which bid to accept this week.

## Bioethics centre opens

CHIEF JUSTICE Brian Dickson of the Supreme Court of Canada is looking forward to the papers that will be published by the University's new Centre for Bioethics. At the opening of the centre Oct. 23, Dickson said the papers "will receive the closest of attention from our court."

The legal system is confronted on a

daily basis by difficult issues related to the diverse range of subjects of a medical-legal nature, such as consent to treatment, abortion and surrogate parenting, said Dickson.

"We have relied a great deal on scholarly writings, but these have been largely of a legal nature. Yet the subjects which we face are not purely legal. Lawyers, judges and legislators look to the academic community for help in grappling with these difficult problems. I don't think we were ever in need of more help."

Professor Frederick Lowy of psychiatry is director of the centre. He said it is the only one of its kind in Canada to offer an interdisciplinary program with scholars from the health sciences, philosophy and law. Unlike other centres it is not affiliated with a particular department but reports directly to the office of the provost.

The main focus of the centre will be research and scholarship. A partnership with U of T's teaching hospitals is "obvious and crucial," Lowy said. "We are planning to be relevant to society's objectives and means."

The centre will look at the ethical foundations of the Canadian health care system and the concept of universality. Scholars will also pursue such issues as elective use of life-sustaining treatments, organ transplant policies, the care of people with AIDS and gene therapy.

Funding requirements to operate the centre have not yet been met. The provost's office has provided some start-up capital and the Breakthrough campaign will contribute \$2 million. Funding has also been made available through an estate. Lowy said the centre will seek help to establish an endowment, and he hopes for successful grant applications.

## Innovations Foundation signs lucrative contract

by Karina Dahlin

THE INNOVATIONS Foundation has signed an important contract with a major American manufacturer of infant formula. It is perhaps the biggest deal yet for the University's technology transfer agency. If clinical trials over the next two years prove successful, the arrangement will generate \$450,000 (US) for the foundation, the University and the inventors.

In most cases, the foundation sells its inventions on a royalty basis. In those cases it is impossible to know in advance how much money will flow to the University. "But this is easily the biggest deal to which dollar values have been attached," says Pauline Walsh, executive director.

The discovery concerns a protein found in mother's milk which will be added to infant formula fed to premature babies. The research began in 1979 under the direction of Professor Tom Clandinin of the Department of Nutritional Sciences with the support of a grant from the Research Foundation of the Hospital for Sick Children. PhD student

Janet Chappell is named as another principal researcher.

Clandinin left U of T in 1984 and now works at the University of Alberta in Edmonton. Chappell teaches nutrition at Ryerson Polytechnical Institute.

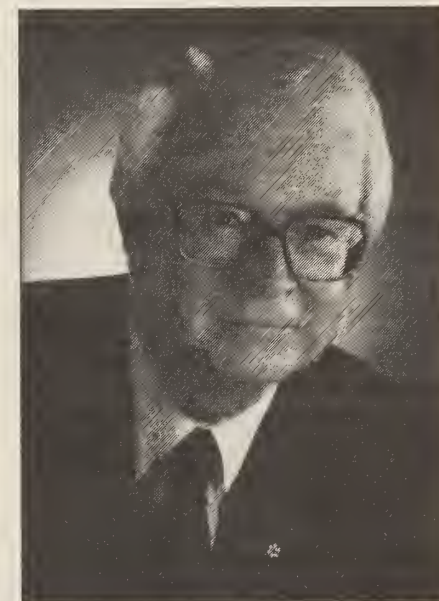
The American company, which wishes to remain anonymous, has paid the foundation \$100,000 for the option on the invention.

If everything goes well, it will pay \$150,000 for the non-exclusive rights in a year, and another \$200,000 in two years for the exclusive rights to use Clandinin's technology.

Under U of T's current inventions policy, the money will be distributed as follows:

- 50 percent to the Innovations Foundation
- 25 percent to the inventors
- 12.5 percent to nutritional sciences
- 10 percent to the University's general revenue account
- 1.25 percent to the Faculty of Medicine
- 1.25 percent to the Accommodation Facilities Directorate.

## Alway is new head of St. Michael's



Richard Alway

RICHARD ALWAY, warden of Hart House, has been appointed the fifth president of the University of St. Michael's College, the first layperson in the college's 136 years to hold the post. He will take office on July 1, replacing Father James McConica.

Alway, 49, has headed Hart House since 1977. He is chair of the Ontario Heritage Foundation. In 1986 and 1987 he served as acting director of the National Gallery of Canada during the final stage of construction of its new building in Ottawa. He has been a member of boards and committees of the National Museums of Canada, the C.D. Howe Memorial Foundation and the Canadian Studies Foundation. He is acting publisher of the *Catholic Register* and chair of St. Michael's capital campaign.

Earlier this month Alway was invested with the Order of Canada. The citation refers to his "exceptional service and leadership towards furthering cultural, educational and ecumenical causes in Canada."

A native of Hamilton, Ont., Alway received his BA in philosophy from St. Michael's College in 1962. Three years later he graduated with an MA in modern history from U of T. Prior to his employment at Hart House, Alway worked as senior policy advisor for the Canadian Studies Foundation and was dean of students at Trinity College.

## Erindale land sale funds new centre

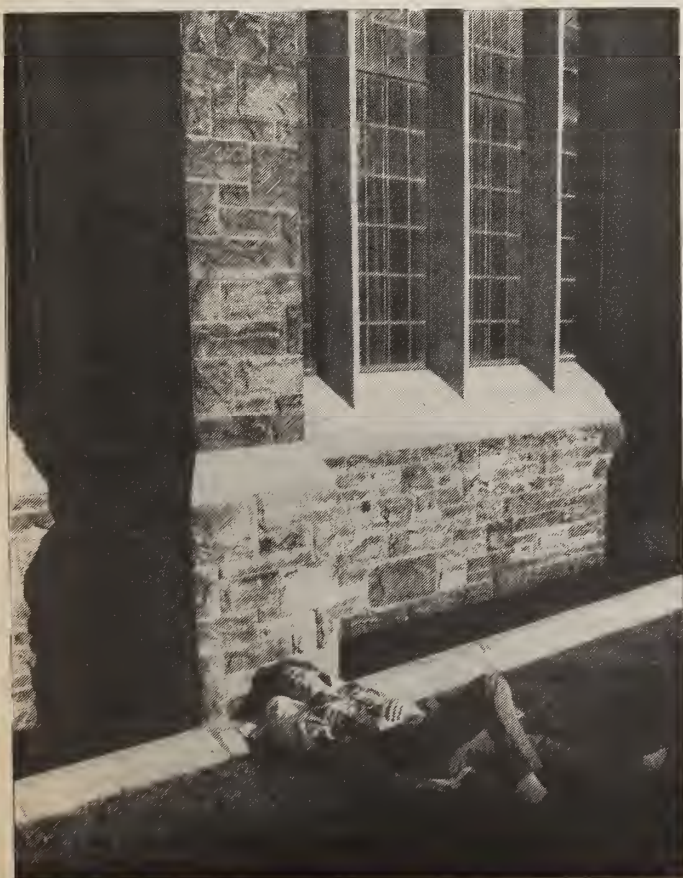
AT ITS meeting Oct. 26 Governing Council approved that money from the sale of lands at Erindale College be placed in the capital renewal fund and that \$3.25 million be directed to construction of Erindale's Centre for Management & Social Sciences.

Council members asked if the University had placed any stipulations on the use of the land. Richard Criddle, vice-president (administration), said U of T could not place any restrictions exceeding those imposed by the zoning bylaws of the City of Mississauga. John Switzer, alumni representative from Mississauga and president of the United Urban Corp., called the property "surplus land." Selling it was the only way to build the management centre, he thought. The property will most likely be used for residential, single-family dwellings, he said.

Meanwhile, President George Connell announced that within the next few weeks master plans for U of T's three campuses will be published. Their content "will call for adventurous, new thinking," he advised.

## Autumn siesta

Enjoying the sunlight outside Knox College chapel.



PETER LEGRIS

GILBERT STUDIO



## OCUA works on enrolment targets

THE ONTARIO Council of University Affairs, a government advisory body, has begun to establish system-wide enrolment targets for the next decade.

On Oct. 20, provincial post-secondary institutions, including U of T, made detailed submissions to OCUA concerning appropriate enrolment targets and additional program offerings.

When OCUA and the universities finish their work — by May 1, 1990 — divisions of the University will have adopted enrolment levels that will also help to determine their level of funding.

In making its submission, U of T has been particularly concerned not to lose money from the Ontario "accessibility fund" received for the last two years. When OCUA makes its final recommendations to the minister of colleges and universities, the money from the accessibility fund will be distributed on a permanent basis through a new funding formula.

The Faculty of Arts & Science, among others, has increased enrolment in response to the annual infusions of money above base budget allocations, but it

## Scarborough's 25th birthday party

At left, children watch as a Scarborough chemistry student shows them how to push a sharp object through a balloon without breaking it, making "balloon shish-kebabs." At right, a group examines a flowering plant in the greenhouse.

More than 1,000 people attended the Scarborough College open house Oct. 22 for demonstrations, displays, lectures, poetry readings, performances, piano recitals, athletic events and the annual alumni reunion. This year's open house helped celebrate the college's 25th anniversary.



PHOTOS: DAVID HARFORD

cannot continue to support more students without a permanent increase.

The OCUA process involves four steps, the first of which has just occurred. Now the enrolment targets proposed by the institutions will be circulated to the others

for comment. The result will be returned to OCUA by Nov. 28.

The council will then review the institutional proposals and comment on them by Dec. 1. In response to the OCUA comments and those of other universi-

ties, each institution will revise its enrolment targets downward. Finally, on Jan. 31, the universities will make their last interventions and await the council's final recommendation May 1, in time for the 1990-91 fiscal year.

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## Professor temporarily relieved of duties

IN THE wake of events that took place last spring following the distribution of a controversial handout to students, Professor Lorne Hill of the Faculty of Education has been temporarily relieved of his teaching duties.

Dean Michael Fullan of education declined to comment on the situation, as did David Cook, vice-provost (staff

functions). The policy of the University is not to disclose information on personnel matters. "Our hands are tied," Cook said. Hill was unavailable for comment.

Last March he distributed a document called "Peewitt's 25 Student Teacher Excuses for Late Assignments" to three of his classes. Students were advised to select appropriate excuses, one of which was rape.

Following the distribution of the handout, a group of students from the faculty formed Teachers for Integrity in Education to object to the document. The complainants said the handout contained "sexist and degrading" material. They called for Hill's dismissal.

In response Hill sent an eight-page letter to the dean demanding apologies from him, the FEUT students' union and others.

Fullan met Hill at least twice last spring to discuss the students' concerns, but the details of their meetings were not made public.

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## SEXUALITY, COMMITMENT, and PARENTHOOD

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# Federal centres

Continued from Page 1

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Scientists at U of T will contribute to projects on insect pest management, molecular and interfacial dynamics, the genetic bases of diseases, high performance concrete, robotics and intelligent systems, telecommunications, neural regeneration and functional recovery, protein engineering and high-value papers.

"I think we should be happy with the high participation rate of U of T scientists," President George Connell told the Governing Council Oct. 26. He noted that there would be no centre of excellence in the area of social sciences and humanities.

Professor Jim Keffer, vice-president (research), said the announcement "is very exciting for the people involved" and that it represents "a tremendous infusion of funds to the University."

The \$240 million Networks of Centres of Excellence (NCE) program is part of the federal government's national science and technology strategy.

"This initiative represents a unique opportunity for the nation's top researchers to work together in a coordinated, multi-year effort which is integrally linked

to Canada's long-term industrial competitiveness and, for the first time, they will be provided with a critical mass of funding over an extended period of time," Winegard's announcement said.

Prior to the announcement there was concern among scientists that the winners would not be reimbursed for their overhead costs. That concern has not been put to rest. "As far as I understand no overhead is allowed," said Peter Munsche, assistant vice-president (research relations and technology transfer).

Munsche did not know what cost categories the new money will cover or whether the government will accept the proposed budgets automatically. "It's still up in the air."

Keffer was concerned about the University's "substantial" subsidization of the NCE program. No funding agencies will accept applications to cover the overhead expenses, he said.

The winners were selected by a peer review committee of 23 leading international scientists and an advisory committee of eminent Canadians, Winegard said. A total of 158 proposals were made, among them projects designed at U of T by researchers in landscape architecture, gerontology, mechanical engineering, economics, physics, medical biophysics and aerospace studies.

## Smoking policy to be reviewed

THE UNIVERSITY Affairs Board has appointed a working group to review the University of Toronto Smoking Policy to ensure that it conforms to a new provincial law restricting smoking in workplaces. The working group will report back by next March.

In July the province adopted Bill 194, An Act to Restrict Smoking in Workplaces. The law prohibits smoking in enclosed workplaces except in public areas or designated smoking areas. However, designated areas must not exceed 25

percent of the total floor area of the enclosed workplace.

In a report to the board, David Gorman, director of the University's Office of Environmental Health & Safety, said some U of T buildings may exceed the 25 percent limit.

Gorman said about 96 buildings on the three U of T campuses are required to regulate smoking. Of those, 39 are now smoke-free and 42 provide designated smoking areas. Of the remaining 15, four do not yet have smoking plans and 11 have not informed his office of their policy.

Those without smoking plans are small houses where managers may not be aware of the legal and policy requirements or may believe no measures to regulate smoking are necessary, Gorman said in an interview.

His report cites a lack of consistency in the application of the smoking policy from building to building as a potential problem and recommends that the working group address the issue.

"It appears that the University is not doing all that it could reasonably be expected to do to ensure compliance with the relevant legislation on smoking in the workplace," the report says.

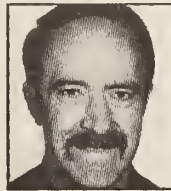
Governing Council approved the University Smoking Policy on Jan. 21, 1988. It required principals, deans, directors and department chairs to develop plans for workplaces in their jurisdictions by June 1, 1988.

Under the policy and in compliance with Toronto's smoking bylaw, the wishes of non-smokers for clean air in the workplace take precedence over the desire of others to smoke.



## Editor's Notebook

In its "Separated at Birth?" feature *Spy* magazine has perfected the art of "tracking" twins. Can it be that **James Burke** of the Department of Spanish & Portuguese and **Michael Finlayson** of the Department of History were "separated at birth?" You be the judge (answer below):



International feminist **Margaret Papandreou** will be speaking on "Peace, feminism and the environment" Saturday, Nov. 4, 7 - 9 p.m. at the OISE auditorium, 252 Bloor St. West.

The no-truer-words-were-spoken department. President **George Connell** got the biggest chuckle from the city's press corps during the Oct. 12 announcement of U of T's new president. Seated beside president-elect **Robert Prichard** and under the glare of television lights, Connell was asked to say a few words about his successor. With a definite twinkle in his eye, he said he has spent five years at the helm of U of T "and this is definitely the happiest day of my tenure."

**Ted Chamberlin**, principal of New College, doesn't spend all his time principalling. He's also the poetry editor of *Saturday Night*. For the November issue he chose a poem by **Bruce Taylor** called "Social Studies." Taylor is doing his PhD at U of T under the direction of **John Reibetanz**, who teaches English at Vic and is himself a published poet. You'll be hearing a lot more about Taylor. Here's a chunk of the poem:

The country I live in is a patch of thorns below a culvert in a sunken plot where burly geese with necks like flugelhorn intimidate the pigeons and are shot by a district sales manager named Russ. And that's it. Our lives, our landscape, us.

At the opening of the new bioethics centre Oct. 23, **John Evans**, former president of U of T and current president of Allelix Inc., demonstrated what he would do if he was deputy minister of health. The real deputy minister, Martin Barkin, was listed as the ceremony's third speaker, but was late for the ceremony. Next in line was Evans who told the assembly, tongue-in-cheek, that he was taking the opportunity to speak for the minister of health and that it was appropriate for the ministry to make "a substantial grant" to the centre. Barkin, who showed up later, spoke without know-

ing that his financial position had already been made for him.

**Sonia Zvyatkauskas**, who works at the front desk at 21 King's College Circle, sends this report: "I actually saw someone pick up the *Bulletin* the other day. The fellow dashed into our building, glanced over his shoulder at the rain showers sweeping across King's College Circle, scanned the reception area, snatched a *Bulletin*, and flinging it over his head ran back into the storm. What a shame that the newspaper is not waxed on the outside to make it waterproof."

**Pinball wizard.** Incoming president Robert Prichard has a secret talent that has gone untouted in recent news accounts. Sitting proudly on a cabinet behind his desk is a trophy won in that most demanding of intellectual pursuits, pinball. The statue was awarded to him for triumphing over a group of his students. Does this mean he's got the right touch?

The button that recently won the SAC Sexual Awareness Logo Contest:



This year the contest was U of T's contribution to AIDS Awareness Week two weeks ago.

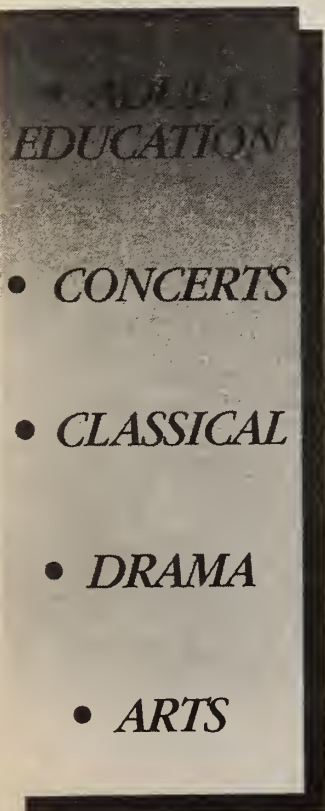
Who says most **high school students** don't have an independent turn of mind? Here's a notice found on our bulletin board: "I will not hide behind Convention and allow my words to march to the marker's tune. (signed) Pre-University Student."

**The colour of consensus.** The annual report of the president is now available. It's called *Building for the Future* and it's the colour of peach yogurt. President George Connell told Governing Council Oct. 26 that he takes "full responsibility for the content, but not for the colour." That was chosen by a committee.

Finlayson's on the left.

This will be my last notebook. I start a new job today as executive assistant to Gordon Cressy. **George Cook**, associate editor last week, is the editor of the *Bulletin* starting today. If you've got any ideas for the notebook — spicy or otherwise — send them on to him.

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Alumni Association**



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# Great Lakes consortium forms

by Karina Dahlin

A GROUP of Great Lakes researchers will meet at the Institute for Environmental Studies Nov. 3 to discuss the strategies of a new consortium known as the Ontario Universities' Great Lakes Research Network.

The researchers met for the first time in April, united in their frustration over the scarcity of federal government financing. The network has no formal structure but about 130 faculty members at Ontario universities have indicated they are interested in the idea.

Professor Doug Haffner, associate director of the Great Lakes Institute at the University of Windsor, took the initiative to establish the network. He and other university scientists worried they would not get any money from a "Great Lakes action plan" promised by Prime Minister Brian Mulroney during the 1988 election.

On Oct. 11 Perrin Beatty, minister of national health and welfare, made the long awaited announcement. The federal government will spend \$125 million on a five-year program to clean up the lakes and evaluate the effects of their contaminants on human health. As Haffner and others expected, none of the money has been earmarked for university research.

Haffner would like the network to operate as a lobby group pushing the government to set aside \$5 million in a fund. The income, approximately \$500,000 a year, would support an annual competition among university-based Great Lakes researchers.

Projects financed this way would focus on comprehensive ecosystem management, something the various federal agencies and departments are unable to do because of their restricted mandates, Haffner said.

The network would also be a valuable educational vehicle. Each university in Ontario has its own specialty where the Great Lakes are concerned. If all this research and graduate work was integrated, Haffner said, "Think of the kind of environmental scientists we could create."

Professor Henry Regier, director of the University's Institute for Environmental Studies, will chair the Nov. 3 meeting. He said there might be a way for universities to gain access to the \$125 million action plan and has invited a Environment Canada representative to explain how.

But Regier is not sure the network will have much impact. He is, he said, con-

ciliatory in his approach to politicians. "U of T has a long-established tradition [in the area of Great Lakes research]. We are not entirely reliant on the federal government; we have other sources. We know we're going to hang in there."

A frontal attack on the government by the research network will get members press coverage, but not money, Regier said. He would like to see academics have more influence on the political agenda.

Six U of T professors are doing research on the Great Lakes, among them Professor Gary Sprules of zoology at Erindale College. Sprules said he hopes the net-

work will act as a pressure group to convince the government of the importance of university research. His own project is a case in point.

Sprules is working on a new way to monitor the organisms in the lakes and had planned to test the method on a cruise with 12 other scientists in early October. But the trip was cancelled because the federal Canada Centre for Inland Waters ran out of money three months early. Beatty's announcement came too late and the CCIW was unable to supply Sprules with a boat as promised.

## Infants tested for HIV

PROFESSORS Randall Coates and John Frank of the Department of Preventive Medicine & Biostatistics have developed the first survey to measure the prevalence of the AIDS virus in women with infants.

Working with the Ministry of Health, Coates and Frank will gather enough data to estimate the number of childbearing women who carry the Human Immunodeficiency Virus (HIV) that causes AIDS.

In the survey, blood routinely collected from newborns will be tested. Sixty percent of the 150,000 specimens collected, about 90,000 samples in all, will be chosen at random by a computer to receive the HIV antibody test.

Viral antibodies are transferred from mother to child via the placenta. If the mother is infected, the baby's blood will test positive for HIV.

To ensure anonymity, all identifying information will be removed from blood samples before the tests are carried out. No one studied can be identified, even if the result is positive. Women who want to know if they or their babies are infected will be advised to consult their

doctors or a clinic for HIV testing and AIDS counselling.

The study results will give researchers insight into the extent of the AIDS virus in the heterosexual population, said Rena Arshinoff, project coordinator at the University. Childbearing women represent a large population-based sample for which routinely collected blood specimens are already available. Other segments of the population will be studied at a later date.

The number of people in Canada with HIV is unknown. Current statistics are based almost entirely on blood tests requested by doctors for high-risk patients or by the Red Cross in its routine testing of blood donations.

A more accurate assessment of the extent of HIV infection will help health officials to more accurately assess the extent of AIDS and plan preventive strategies and funding, she said.

The one-year study began Oct. 1. Supported by a grant from Health & Welfare Canada, it will be carried out across the province. Similar surveys are being carried out in BC and Quebec.



UNIVERSITY OF TORONTO  
RESEARCH BOARD

### TASK FORCE ON ETHICAL CONDUCT IN RESEARCH

In recent years there have been several widely publicized cases of improper conduct among researchers at various North American universities and research institutes, involving such matters as plagiarism, falsification of data, breach of privileged access, or misappropriation of funds.

In this light and with respect to the University of Toronto, the Research Board has established a Task Force under the Chair of Professor Stephen M. Waddams. The members of the Task Force are: Professors M.E. Charles, D.N. Dewees, J. Millgate, S.D. Tremaine, and Dr. F. Lowy. The Task Force is asked to:

1. Consider the existing policies and whether they are adequate and, if not, what changes should be recommended;
2. Consider possible definitions of ethical principles in the conduct of research;
3. Consider the appropriate procedures to be followed in case of breach of ethical principles.

Members of the University community are invited to write to the Task Force conveying their views about any issues which should be addressed. Submissions should be sent to:

Professor S.M. Waddams  
Chair  
Task Force on Ethical Conduct in Research  
The Research Board  
Room 133S, Simcoe Hall  
University of Toronto

The deadline for submission is *Friday, November 17, 1989.*

If you have any questions, please call the Secretary of the Task Force, Mrs. Pauline Burke, at 978-4257.



## STUDENT SOCIETIES AND HUMAN RIGHTS

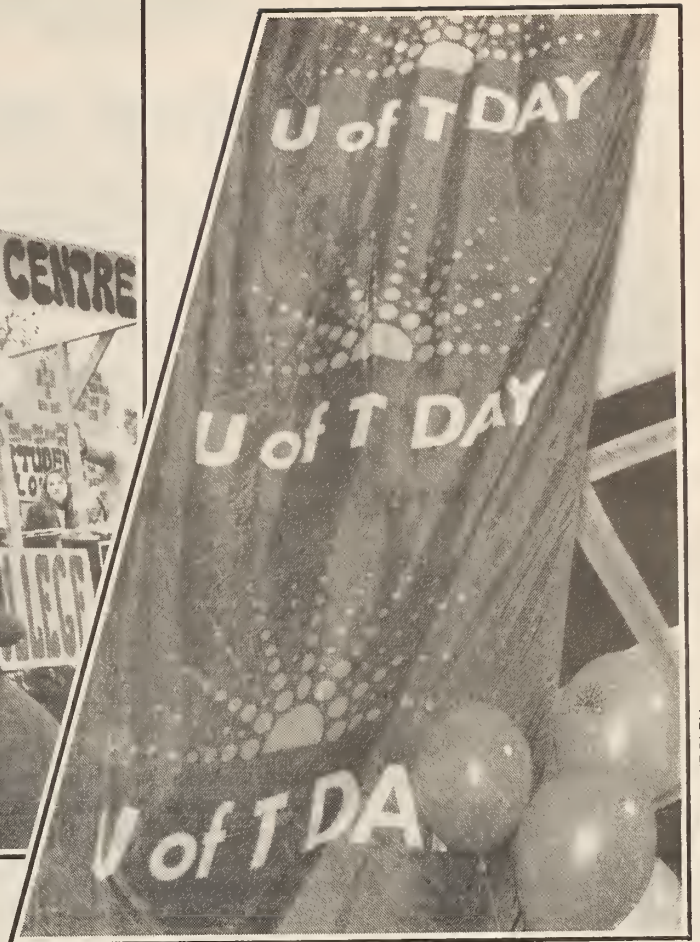
The University Affairs Board of the Governing Council has established a Special Committee to consider the development of a University policy on student societies and human rights.

The Special Committee will consider human rights issues at the University such as: how human rights should be defined, the relationship between human rights and intellectual freedom, and how human rights can be given institutional expression.

The Special Committee invites inquiries, suggestions and submissions from individuals and groups within the University.

These should be addressed to the Committee's Secretary, Dominique Petersen, Governing Council Secretariat, Simcoe Hall, and they should be received no later than *November 30th, 1989.*





PHOTOS: JEWEL RANDOLPH

Images from the fourth annual U of T Day celebrations (counter-clockwise from top left): Erindale's winning float in the parade; protestors outside 21 King's College Circle; the Faculty of Education "float"; Dr. Jerry Vlcek and one of his bonsai trees at the Earth Sciences Centre; snakes, bugs and their admirers at the zoology department's petting zoo.



# U of T Day

Continued from Page 1

"Many people told me they were really pleased at how patient and effective the professors and graduate students were with the children," Ricker said. "They took a lot of time to explain things in words the kids could understand. They were great hits."

Participation was aided this year by the shuttle bus circulating on the St. George St. campus that helped visitors travel from one point of interest to another.

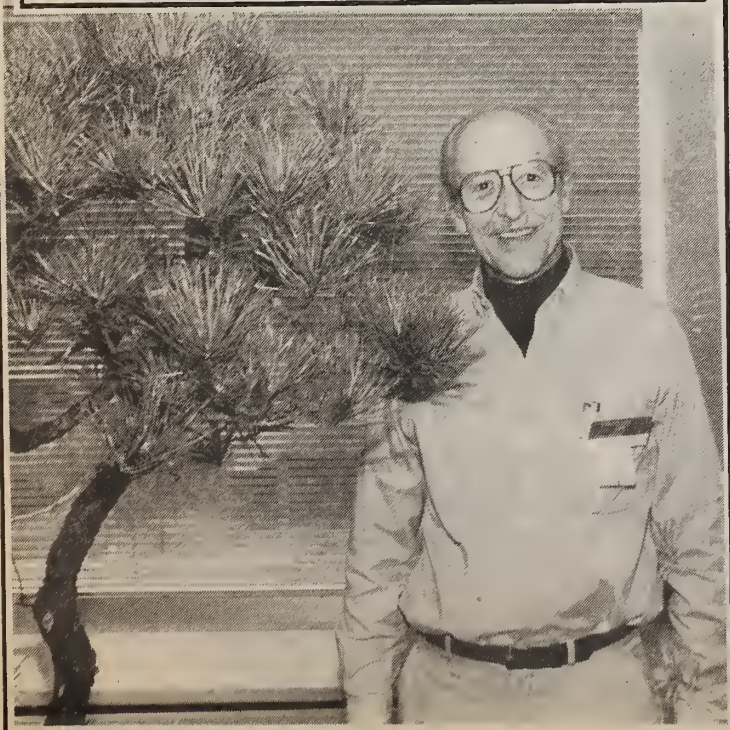
The rain did pose one major problem, however. The large blue and white reception tent on the front campus took on water Oct. 20, but some speedy drainage work and absorbent hay saved it for use.

This year the Earth Sciences Centre, the Faculties of Medicine and Applied Science & Engineering and Victoria College attracted particu-

larly large numbers of people. The Faculty of Education open house was also well attended as prospective applicants explored the possibility of careers in education.

Ricker said U of T Day has now become an accepted and welcome part of the University year. When it began, many people didn't know quite what it was about, and some were worried about cost, but they have discovered that it is an effective and inexpensive way to tell a large number of people about the University.

In addition to providing an opportunity to celebrate the University, the fourth annual U of T Day became the focal point for two demonstrations, one involving about 50 people opposed to a recent decision by the Students' Administrative Council to evict the African & Caribbean Students' Association from space in a SAC-controlled building, the other against the use of animals in dentistry research.







# Affirmative action letter is "irresponsible arrogance"

JAMES ROBERT Brown's letter to the editor ("Affirmative action is no threat to excellence," Oct. 10) displays an irresponsible arrogance that is intolerable in a member of the U of T community. He makes a series of unfounded allegations

with no attempt to provide supporting evidence.

First, he claims that a policy of very strong affirmative action is called for. Why? Where is the evidence that there has been discrimination, systemic or

otherwise, against women in the recent history of this university? This is the first thing he must prove before legitimately proceeding to advocate affirmative action. It is absurd to force young men to forfeit their careers in order to resolve a problem that doesn't exist.

Second, he claims that "decisive refutations" of the claim that affirmative action is unfair to men are widely available, and slanders those who disagree as "culpably ignorant." I have encountered a number of pathetic attempts at refuting the idea that affirmative action is unfair to men, but none even came close to being plausible, let alone qualifying as "decisive refutations." Instead of resorting to slander, Brown should have presented his best argument and allowed his readers to assess the merit, or lack thereof, of his evidence.

Finally, he claims that affirmative action does not undermine the pursuit of academic excellence because existing curricula and research are "in many instances, biased, partial and incomplete because they reflect almost exclusively the perspectives of the (able-bodied, white middle-class) men who have dominated academia until now" and that this bias can be remedied by preferentially hiring women.

Where is his evidence that there exists a significant difference in the academic abilities of men and women or the perspectives they bring to their studies? Undoubtedly everyone brings something unique to their studies, but that is related to their individuality, their personal academic history and has nothing to do with their gender. We think with our minds and not with our genitals. It is preposterous to suggest that there is a form of knowledge that is discoverable only by one gender or another.

The identity of an observer has no effect on the nature of the system examined and thus the set of observations which may be made (although the competence of the observer will influence how many of these will be noted). To claim that the excellence of the academic community will be enhanced by preferentially hiring women is to claim that women are academically superior to men, a claim that is absurd and demands proof rather than the bald alle-

## Plastic, plastic everywhere

I AM WRITING in support of the views of Professor Harvey Anderson concerning the role of campus food services in providing nutritious as well as palatable food ("Timbit time at MedSci?" *Bulletin*, Sept. 25).

I should also like to draw attention to the amount of polystyrene/plastic garbage generated by Marriott Food Service Management in just one cafeteria (the Medical Sciences Building). In addition to polystyrene bowls, plates and cups for soup, salads and coffee, sandwiches made to order are served in polystyrene boxes about the same size as McDonald's hamburger boxes, and pre-made sandwiches are in larger transparent plastic boxes. Hot meals are served on polystyrene plates or "to go" in large polystyrene boxes.

Presumably the same situation exists in other cafeterias on campus, generating an enormous amount of non-biodegradable garbage every day. Isn't it time the University exerted some control over the campus food services to ensure that they are nutritionally and environmentally responsible?

G.E. Mobbs  
Department of Surgery

gations Brown has made. The risk remains that affirmative action will result in the employment of persons who are not academically the best qualified.

It seems to me that if Brown wishes to argue for affirmative action, we have the right to demand irrefutable proof that there has been and continues to be discrimination against women, that the proposed policy is fair to young men, and that the proposed policy will not undermine the pursuit of academic excellence. Before he demands that young men forfeit their careers to satisfy feminists' lust for power and revenge for alleged crimes against women, he must provide irrefutable proof of his claims.

R.E. Byers  
Department of Zoology

## Torfason legal fund set up

IN THE AFTERMATH of the U of T's first formal complaint of sexual harassment, some of the problems and shortcomings of the University's policy and procedures on sexual harassment have come to light. Beverly Torfason filed a complaint of sexual harassment against Professor Richard Hummel in November 1988, after being harassed for several months and seeing other women harassed in a similar manner in the Hart House athletic wing.

Because the sexual harassment office is required to maintain neutrality in such cases, Torfason was forced to prepare her own case, to conduct examination of the witness and to seek legal counsel on short notice. Like any complainant without a legal background, Torfason found the process costly and exhausting. The policy as it stands includes no advocate or protection for the victim and no provision for legal counsel or costs for the victim.

It took six months from the time of the hearing panel's unanimous guilty decision before Torfason received legal costs for the first stage of the process. However, by this time, Hummel had filed

an appeal and Torfason was again required to retain legal counsel and to pay for disbursements, etc. At the appeal stage, the appeals board does not have the authority to grant legal costs.

If further legal action is taken by Hummel, Torfason may face an ongoing legal battle and will have to bear the brunt of her legal costs alone. Clearly the policy is biased against the complainant who, in the University context, is likely to be a person with fewer financial resources (e.g., a student) than the respondent.

A legal fund for Beverly Torfason has been established. Contributions may be sent c/o Cavallo, Hayes and Lennon, 43 Madison Ave., Toronto M5R 2S2. In the event that the provost's office decides to cover Torfason's legal costs, all monies received will go toward establishing a trust fund for victims of sexual harassment at the University of Toronto.

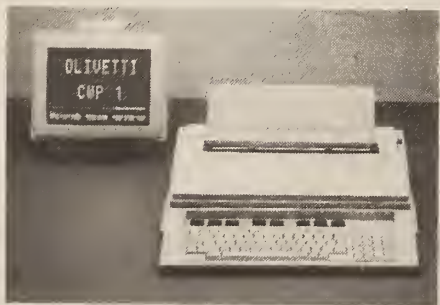
Helen Lenskyj  
Ruth Roach Pierson  
Coordinating Committee of the Centre for Women's Studies in Education, OISE

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# May should refuse medicines to justify stance

IT WOULD have been prudent to have printed a question mark after your headline "A cruel and barbaric practice in the name of science" in the letters section of the Sept. 25 *Bulletin*. This opinion expressed by Sylvia May is a false accusation.

While I have some respect for Ms May's stance and am in sympathy with her concern over cruelty to animals, it has been said that there are no cruel and barbaric research experiments in the University of Toronto. First, most scientists dealing with animals are compassionate humans with no desire to inflict unnecessary suffering. Second, as required by law, we have animal care committees within the University to scrutinize every proposed experiment, evaluate its scientific merit and ensure that there



JEWEL RANDOLPH

is minimal discomfort to animals.

Ms May writes about "stories I read and hear [that] bring tears to my eyes." I would respectfully suggest that she treat these stories with extreme scepticism, because most propaganda from "animal rights" groups is exactly that. Having said that, there are exceptional cases of animal abuse just in the same way that there is homicide and child abuse in our civilized society. Despite what animal rights groups would lead us to believe, animal abuse in research is extremely rare and I can assure Ms May that it would never be tolerated at the University of Toronto.

I suspect Ms May would prefer that there be absolutely no experimental research on animals; indeed she suggests that humans in prison could be used instead. I have to remind her that this is not a novel

suggestion, as Nazi death-camp survivors will attest.

If Ms May is totally convinced that there is no benefit from animal research, I suggest that the next time she visits the dentist, she absolutely insist on no anesthesia (developed using animal experiments), and that she refuses all modern clinical intervention and therapy including vaccines and other medicines, almost all of which have been developed with the use of animal re-

search. Only in this manner will she be able to justify her stance.

The unfortunate reality of such a hypothetical situation is that had she been able to implement this from birth, she may never have lived to write her letter to the *Bulletin*.

Robert V. Harrison  
Departments of Otolaryngology  
and Physiology  
Animal Care Committee

## Letter does disservice

IN THE Sept. 25 *Bulletin*, Sylvia May makes reference to an article in the Toronto Humane Society publication *Society News* about animal research at the Faculty of Dentistry. Both Ms May's letter and the *Society News* article significantly misrepresent the nature of the experiments at the faculty and the University's position with regard to the use of animals.

Ms May stated that pain is deliberately inflicted on research animals. In fact, the surgical and pain study experimentation to which she refers is done under general anesthesia so that the animals are completely insensitive to pain. As is the case in human surgery, it is neither possible nor legal or ethical to carry out this type of study without general anesthetic and analgesic agents.

A primary objective of this experimentation at the Faculty of Dentistry is the study of the processes underlying pain. Although the research animals are completely unconscious as a result of the general anesthetic, their pain relay stations are still functioning. These pain relay

stations are explored to increase our understanding of and develop improved treatment for sufferers of cancer, strokes, trigeminal neuralgia and cerebral palsy.

Ms May's letter leaves the impression that research is carried out with little consideration for the welfare of the animals. In fact, the use of animals in research at the University imposes considerable ethical and legal obligations, at both the federal and provincial levels, which were designed to ensure proper, humane care and use of these animals. As well, the University has in place eight institutional animal care committees whose authority under law includes the review of all experimentation and the ability to stop immediately any research that may involve the misuse, neglect or abuse of animals.

Ms May's letter does a disservice to the *Bulletin*'s readers which I would hope is redressed with a presentation of facts.

G.M. Harapa  
University Veterinarian

## Cruelty to animals not condoned by researchers

RE: "A cruel and barbaric practice in the name of science" in the Sept. 25 *Bulletin*. Sylvia May seems to overlook the fact that performing the objectionable experiment she described would not be permissible, feasible or scientifically valuable in a conscious (unanesthetized) cat. Data obtained under such severe stress would be of little use.

The cat in question was undoubtedly under anesthesia and suffering no more "terror" or "inflicted pain" than an anesthetized human patient undergoing comparable surgery in a hospital operating room. Under such circumstances, what the subject feels (nothing) and what the onlooker sees (unpleasant surgical sights), especially in a sensational photograph, are two different realities which should not be confused.

No operation is a pretty sight to the inexperienced beholder, but what he or she sees and feels is very different from what the subject sees and feels! Moreover, the experiment in question was almost certainly terminal, i.e., the cat was not allowed to wake up, so it experienced no pain at all.

Animal welfare is well served by concerned people like Sylvia May but it would be better served if their perspective was accurate and balanced. To this end I invite her, and other concerned readers, to make use of the relevant resources of Partners in Research, P.O. Box 192, Station B, London, Ont. N6A 4V6, an organization which has the support of many of her colleagues at this university.

As for May's theology on the matter, I have been unable to find her alleged quotation from the Epistle to the Romans, nor any other scriptural teaching prohibiting the responsible use of animals. My understanding is that the historic Judaeo-Christian faith has always held that human privilege with respect to animals must be exercised with as much care and kindness as is possible under the circumstances. Across the centuries, animals have been used for sacrifice, food, work, protection and, lately, research, but deliberate cruelty and neglect have never been condoned.

Daniel H. Osmond  
Department of Physiology

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# Mandatory retirement is an unfortunate quick fix

MANDATORY retirement — now there is a rub! "Pack it in old boy, you're 65." University policy, in its stubborn attempt to extract the most for the least, dictates 65 as the sacrosanct cutoff point before which you were useful and productive, and after which you are expendable and unaffordable.

Does mandatory retirement make any sense today? Or is it a quick fix that does not befit a university which should be at the forefront of implementing policies that reflect social sensitivity. And what about the Charter of Rights & Freedoms, which prohibits discrimination against age?

The arguments for mandatory retirement run the gamut. Yet none addresses the issue of basic human needs and rights — factors that should supersede all others. The use of an arbitrary age as a yardstick for mandatory retirement is no more acceptable on moral, philosophical or legal grounds than a mandatory age for induction into a work force. How would society react if there was a policy that each individual must be gainfully employed by the age of 21?

We need to be reminded that old age brings about stiller joys and a broader perspective and even greater accomplishments. Verdi was 80 when he gave us *Falstaff*, and wrote *Ava Maria* at 80. Goethe composed *Faust* at 80 and Oliver Wendell Holmes was well past retirement age when he wrote *Over the Tea Cups*. In a lighter vein, note the biological accomplishment of Abraham who at 100, much to the surprise (and perhaps regret) of his wife, begat Isaac and the whole family of Israel!

Like sexism or racism, compulsory retirement is simply another "ism" — old ageism. It is wrong to apply a defined age for dismissal. It would make more sense to apply criteria such as: how much total income has been earned; how many aggregate years have been worked; how much has been contributed; whether pension benefits adequate; or, what individual circumstances decide priority.

Most staff at U of T recognize that there comes a time when one must and should

call it quits without burdening the system. At the University of Manitoba (where mandatory retirement does not exist), about 50 percent of staff chose to work one year past 65; only about five percent chose to work two years past 65 and very few stayed on past 68. A study carried out for the US Department of Labor estimated that the extension of retirement from 65 to 70 in 1979 increased the US labour force by only 0.2 percent.

## Demographics

The University does not sufficiently recognize the changing demographics in our population. The fastest growing segment of our population are those over 65; by the year 2000, 25 percent of the population will be "elderly." Nor should a man or woman of 65 in 1989 be compared physically or mentally to an average prototype of several decades ago. If society does not gainfully utilize the resources, skills and knowledge of the wisest and most experienced of the population than it will have to depend on second best, leading to second-best consequences.

The current U of T pension benefits do not encourage early retirement and pose a serious economic burden to many staff. The plan is not portable; indeed, it inhibits personal mobility. (A case in point is a staff member who accepted a position at another university with the full understanding that s/he would return. Acting on a technicality that an official leave-of-absence was not negotiated, the University refuses to bridge the pension plan even though the pension committee studying University pensions so recommended. The result is that while the member served the University over 30 years, the pension reflects only one-half of the total service period. To add insult to injury, the pension from the first plan will not commence until the staff member is 68.)

## Deduction

In addition, by being members of a pension plan, staff are limited to an income tax deduction of \$3,500, while outside members are allowed a limit of \$7,500. Recent years have been characterized by lower salary settlements which influence future pension income. Staff lose further by the fact that the recent actuarial surplus of the U of T pension plan (about \$100 million) has permitted the University to have a "pension holiday," while members are not permitted to set aside the maximum RRSP.

Finally, it is not generally appreciated by staff and not even whispered by the administration that when a pension is not fully indexed, the erosion of pension benefits is a serious matter (at inflation rates of 10 percent — a not unrealistic projection — one-third of the true

value of personal income would be reduced in 10 years).

If the administration does not rectify unfair practices, staff may have no option but to plan for a poverty program in their declining years — not a pleasant prospect for those who served with dedication and skill.

The University is currently sending out a clear message to staff: serve and move at your own peril. The University must nourish the human resources that give it viability. Administrators have thus far proven to be adept at bilking retirees of their proper benefits. The University has taken on an icy, inhumane image.

## Thanks!

THANK YOU to all U of T Day volunteers. It's because of your efforts that we are able to work together to show the public and ourselves the University at its finest. Despite the rain, this U of T Day was the biggest and best one yet.

Gordon Cressy  
Vice-President  
Development and University Relations

Staff with major pension problems who would like to become involved in constructive remedial action are invited to contact 979-4460 during the day or 424-1611 between 4 and 7 p.m.

Gordon Nikiforuk  
Preventive Dentistry

## Does the administration have an ACSA to grind?

THE GRADUATE Students' Union strongly supports the African & Caribbean Student Association in their endeavour to retain office space on campus. ACSA, then the Black Student Union, fought for and won space in the 1970s. Subsequently, the University administration passed control of the space to the Students' Administrative Council, and ever since ACSA has had to justify its existence to prevent its eviction.

It is no coincidence that the arguments and the terminology used by SAC ("narrow focus," "special interest" and "ethnic group") resurface time and again.

In a recent meeting, David Neelands, assistant vice-president (student affairs), admitted that his office has over the years informed SAC of the option of evicting ACSA on several occasions. Dr. Neelands read me a portion of a letter to SAC (dated May 29, 1989) that hinted that the administration would support SAC if they chose to pursue the eviction.

The letter alleges that there was no "justification" for allocating space to ACSA under the University's policy. However, according to Dr. Neelands and his assistant Michael Dafoe, the University policy does not apply to space under SAC's jurisdiction. It was therefore improper for the administration to bring the matter up with SAC in the first place.

The contention that ACSA would not normally be eligible for space under the University's policy is more than irrelevant. It is false. The policy allows space to "informal (student) groups." Documents from the 70s and early 80s in fact use this term with specific reference to ACSA.

Dr. Neelands contends that ACSA does not qualify because it is not "in the direct interest of a large segment of the University community" that ACSA have space. The administration should consult the community before deter-

mining what is in our interest.

Dr. Neelands does maintain that ACSA could indeed qualify for space if it could find an appropriate University sponsor.

All this tap dancing suggests that the administration may not understand its own policy. Could it possibly be that, given ACSA's vital role in the divestment campaigns, somebody has an axe (ACSA) to grind? Or is it that when black and third-world students fought for and won space the administration considered it their loss?

Dr. Neelands' office, although reminding SAC about the option of eviction, failed to mention SAC's 1986 letter promising ACSA space on a permanent basis. This omission is all the more surprising since the administration's representative, Michael Dafoe, actually witnessed the signing of this letter.

The problem is not a lack of space. It is a lack of will. All the rooms on the third floor of 44 St. George St. are vacant for want of occupants. Dr. Neelands states that there are claims on the space but admits that the space proved unsuited to the needs of the two eligible departments, which turned down the offer last summer.

Having found little justice to date, ACSA and its supporters are taking their case to the campus and wider communities. A broadly based coalition has recently been formed. Groups or individuals wishing to join may call the GSU (978-6233).

The GSU calls on the administration to help solve the problem and to provide space to more, and eventually all recognized campus groups. We call on the president and the provost to ensure that the administration does not interfere in the affairs of student societies in any manner.

James Hoch  
President, Graduate Students' Union

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# Healthy snacking helps your heart

Study shows drop in damaging cholesterol

by Jane Stirling

SNACKERS, unite. A recently published study indicates that snacking could be good for your health — and your cholesterol level.

Professor David Jenkins of the Department of Nutritional Sciences and St. Michael's Hospital and 14 colleagues have found that people who nibble all day, instead of eating three larger meals, have significantly lower blood cholesterol levels.

In the 1987-88 study, conducted at U of T and St. Michael's, seven men ate the equivalent of 2,500 calories a day. For two weeks they took their food in three ordinary-sized meals and for another two weeks received the same number of calories in 17 snacks eaten once an hour.

During the nibbling phase, a pocket timer reminded the subjects to eat their small, prepackaged snacks — a half-slice of bread, a bit of margarine and half a banana, for example. Cooked vegetables eaten at the dinner hour included three ounces each of broccoli, cauliflower and zucchini.

The nibbling diet lowered the subjects' total cholesterol by 8.5 percent, while the harmful low density lipoprotein component, which has been implicated in heart disease, decreased by 13.5 percent.

The results, reported in the Oct. 5 issue of *The New England Journal of Medicine*, suggest that the reduced cholesterol levels may have been caused by the diet's effect on insulin secretion.

Insulin stimulates the body to produce an enzyme which, in turn, causes the liver

to produce cholesterol. When we eat regular meals, insulin is normally secreted in quantities corresponding to the resulting substantial rise in blood sugar levels.

In contrast, small amounts of food release smaller amounts of insulin during the day. Jenkins and his colleagues found that at the end of the nibbling diet, the subjects' average insulin level was 28 percent lower than at the end of the three-meal diet.

High insulin levels can be harmful; the hormone appears to increase the risk of heart disease by promoting fat deposition and thickening in artery walls.

## Benefits health

The health benefit of snacking is not new, Jenkins said. In the 1960s a series of research studies compared the effects of nibbling and gorging on cholesterol levels in blood.

Those studies concluded that nibbling was good, gorging bad — but nibbling was abandoned as a health strategy because over-eaters who took up snacking tended to over eat many times, rather

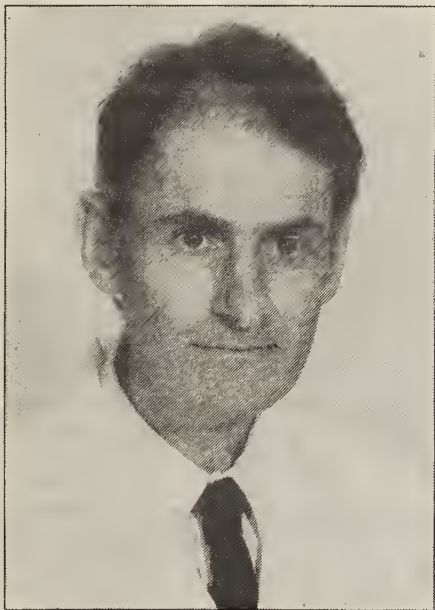
than just three times, a day.

Jenkins' research group has "rediscovered the basic idea and elaborated on it" by studying its effect on different types of cholesterol.

In practical terms, increasing the frequency of meals to control cholesterol is useful only if carried out in conjunction with other changes — reducing saturated fat, lowering cholesterol intake, achieving proper body weight and

increasing soluble dietary fibre.

"When all this has been done, people might think about their meal spacing," Jenkins said.



David Jenkins

## Notice of Offence

IN ACCORDANCE with the recommendation of the University Tribunal, I am publishing the following Notice of Offence and the sanctions imposed.

The charges against the student were that he (a) forged or falsified an academic record of the University and (b) made use of a forged or falsified academic record of the University, contrary to Section E.1.(c) of the University of Toronto Code of Behaviour on Academic Matters. In particular, the student submitted a false medical certificate containing the signature of a non-existent physician in an attempt to be excused from term work required in a course.

The jury accepted his plea of guilty and imposed the following sanctions:

- (i) a grade of zero in the course GSC 120F;
- (ii) suspension from the University for a period of two years;
- (iii) that the suspension and the reason for it be recorded on his academic transcript for a period of five years; and
- (iv) that the decision and sanctions imposed be reported to the vice-president and provost for publication (name withheld) in the University newspapers.

Professor J.E. Foley  
Vice-President and Provost



## University of Toronto Women's Association

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November 13-16, 1989

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Monday, November 13, 7:30 p.m.

— Refreshments —

November 14 and 15, Noon - 7:30 p.m.; November 16, Noon - 3 p.m.

West Hall, University College

## NSERC cuts money, but new funds found

SUCCESS can sometimes be hard to take. Professor David Jenkins of the Department of Nutritional Sciences received word on Oct. 13 that his strategic program funding from the Natural Sciences & Engineering Research Council (NSERC) was to be cut next month.

Jenkins and his colleagues recently published a study in *The New England Journal of Medicine* suggesting that snacking could lower blood cholesterol. Since Oct. 5, Jenkins has been besieged by phone calls from reporters from major North American daily newspapers including *The New York Times* and *The Washington Post* asking about the study.

NSERC has provided funds averaging \$160,000 over the past eight years, Jenkins said. His team has been grateful for the money, but was hoping for

double the annual amount over the next three years for work on the practical application of their food studies.

NSERC's budget cut "is not due to the quality of our work but it's their policy not to give recurrent funds under the strategic program," Jenkins said. "They're saying 'Go to the university-industry program' for more money."

This interruption in funding will mean the researchers must suspend their studies for at least three months until they are assured of financial assistance.

Ironically, the National Institutes of Health in the United States has just approved funding for Jenkins and his colleagues. The team will receive \$150,000 (US) a year over the next three years for work on the role of dietary fibre in patients with high cholesterol.

Much work remains to be done before researchers can say whether snacking six or eight times is better than eat-

ing three meals. However, Jenkins cautions individuals against trying to ingest almost all their nutrients at one sitting.



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# New 25 Year Club celebrates "la

THREE HUNDRED and thirty faculty and staff members got together at Hart House Oct. 20 to celebrate their years at U of T — a minimum of 8,250 years combined.

This was the inaugural meeting of the 25 Year Club where no one could hide that they are older than 39. Particularly not someone like Bill Graydon,

professor of chemical engineering. He has served the University for 47 years.

The club is for those with 25 or more years of service who are currently employed by the University. Those with a break in employment — who left the University but were later rehired — are also eligible.

President George Connell suggested

there should also be an award for those who *feel* they have been at U of T for 25 years. He was not trying to include himself in that category. He is a bona fide member of the 25 Year Club and like everyone else received a certificate and a 10-karat gold pin with a four-pointed diamond symbolizing a lasting relationship.

Alec Pathy, vice-president (human resources), and members of Governing Council made the presentations to the tenacious employees.

Although the University was founded more than 160 years ago, this is the first time it has established a formal program to recognize service and loyalty among its staff. An estimated 600 staff are eligible to join the club.

Below: Anne Jocz of Rare Books and Special Collections.



PHOTOS: JEWEL RANDOLPH

Above: Bill Graydon, of the Department of Chemical Engineering, who has worked at the University for 47 years; President George Connell; Alec Pathy, vice-president (human resources); Sheila Connell; Chancellor John Black Aird; Bob McGavin, chair of Governing Council.



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## Tenure and Promotion Workshop

The University of Toronto Faculty Association's annual workshop to assist members in preparing for tenure and promotion consideration will be held at **10:00 am. on Friday, November 3, 1989**. Suzie Scott and Peter Fitting will be present to explain procedures and to answer questions.

This workshop is only open to members of UTFA.

To register, please call 978-3351.



# sting relationships"



Above: Alex Waugh, chair of University Affairs Board, Les Babbage of Human Resources Department and Joan Tryggve of the Department of Astronomy.



Left: George Harris, unidentified, Emanuel Cilia, Rance Ford, Joseph Calleya and Edward Hood, all from physical plant, and Ifor Davies of the Department of Geology.

Above: Delroy Curling of the Department of Physics, Robert Torbet of the Department of Chemistry and Percy Dayrell of the Department of Chemistry.

## Employment extended

TWENTY-SIX administrative staff members had their employment extended this year beyond the normal retirement age of 65. This compares with 28 in 1988, 26 in 1987, 29 in 1986 and 21

in 1985. Each reappointment is approved for a year at a time, Alec Pathy, vice-president (human resources) told the Business Board at its meeting Oct. 23.

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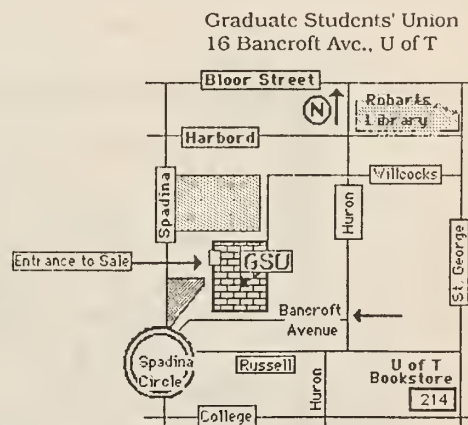
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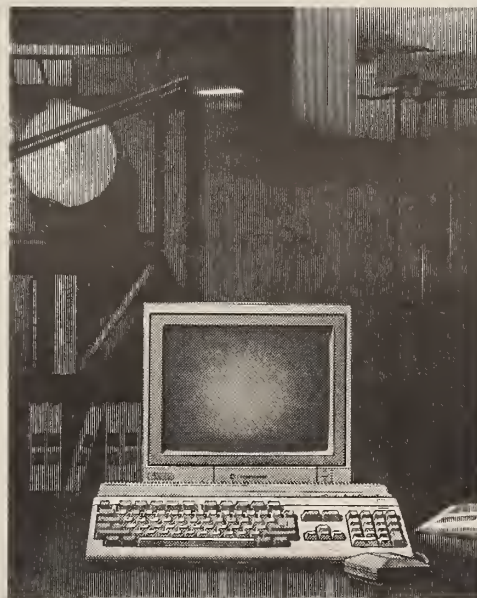
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multi-tasking, the computer can perform a number of tasks simultaneously, a feature only found on computers costing far more.

And when school's out for the day Amiga will entertain the whole family with a wide assortment of arcade quality games.

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# Search committees

## Chairs, Faculty of Arts & Science

SEARCH COMMITTEES have been established to recommend chairs in the following departments in the Faculty of Arts & Science.

### Department of Classics

Professor R. Craig Brown, vice-dean, Faculty of Arts & Science (*chair*); Professors Eleanor Cook, associate dean, humanities, Faculty of Arts & Science; Ken Alexander, Faculty of Law; Roger Beck, associate dean, humanities and part-time studies and vice-principal, academic, Erindale College; Joan Bigwood, Alison Keith and Michael O'Brien, Department of Classics; P.W. Gooch, associate dean, Division I, School of Graduate Studies; and Ron Sweet, Department of Near Eastern Studies.

### Department of Computer Science

Dean Robin L. Armstrong, Faculty of Arts & Science (*chair*); Professors Steve Tobe,

associate dean, mathematical, physical and life sciences, Faculty of Arts & Science; A.B. Borodin, Faith Fich, Graeme Hirst and Hector Levesque, Department of Computer Science; Ian Lancashire, Department of English; Derek McCammond, associate dean, Division III, School of Graduate Studies; and Adel Sedra, Department of Electrical Engineering.

### Department of East Asian Studies

Dean Robin L. Armstrong, Faculty of Arts & Science (*chair*); Eleanor Cook, associate dean, humanities, Faculty of Arts & Science; Tim Brook, Department of History; Milena Dolezelova, Frank Hoff and Stella Sandahl, Department of East Asian Studies; Paul Gooch, associate dean, Division I, School of Graduate Studies; and Ken Smith, Department of Electrical Engineering.

### Department of Economics

Professor R. Craig Brown, vice-dean, Faculty of Arts & Science (*chair*); Professors Steve Tobe, associate dean, mathematical, physical and life sciences, Faculty of Arts & Science; Larry Epstein, Sam

Hollander, Nancy Gallini and Angelo Melino, Department of Economics; Susan Horton, economics, Scarborough College; Gordon Anderson, economics, Erindale College; and Irwin Guttman, Department of Statistics; and Dean J.R.S. Prichard, Faculty of Law.

### Department of English

Dean Robin L. Armstrong, Faculty of Arts & Science (*chair*); Professors Donald Moggridge, associate dean, social sciences, Faculty of Arts & Science; John Astington, English, Erindale College; Russell Brown, English, Scarborough College; Paul Gooch, associate dean, Division I, School of Graduate Studies; Catherine Grise, Department of French; Hugh MacCallum and Jane Millgate, Department of English; and George Will, associate dean, Faculty of Applied Science & Engineering.

### Department of Religious Studies

Professor R. Craig Brown, vice-dean, Faculty of Arts & Science (*chair*); Professors Eleanor Cook, associate dean, humanities, Faculty of Arts & Science;

Julia Ching and Alan Davies, Department of Religious Studies; Larry Elmer, religious studies, Erindale College; Paul Gooch, associate dean, Division I, School of Graduate Studies; Denise Reaume, Faculty of Law; and Richard Van Fossen, Department of English; and Father J.K. McConica, president, St. Michael's College.

These committees would appreciate receiving nominations and/or comments from interested members of the University community. These should be submitted to Dean Robin L. Armstrong, Faculty of Arts & Science, c/o Christine Marchese, faculty personnel manager, Faculty Personnel Office, room 2014, Simcoe Hall.

## Chair, family and community medicine

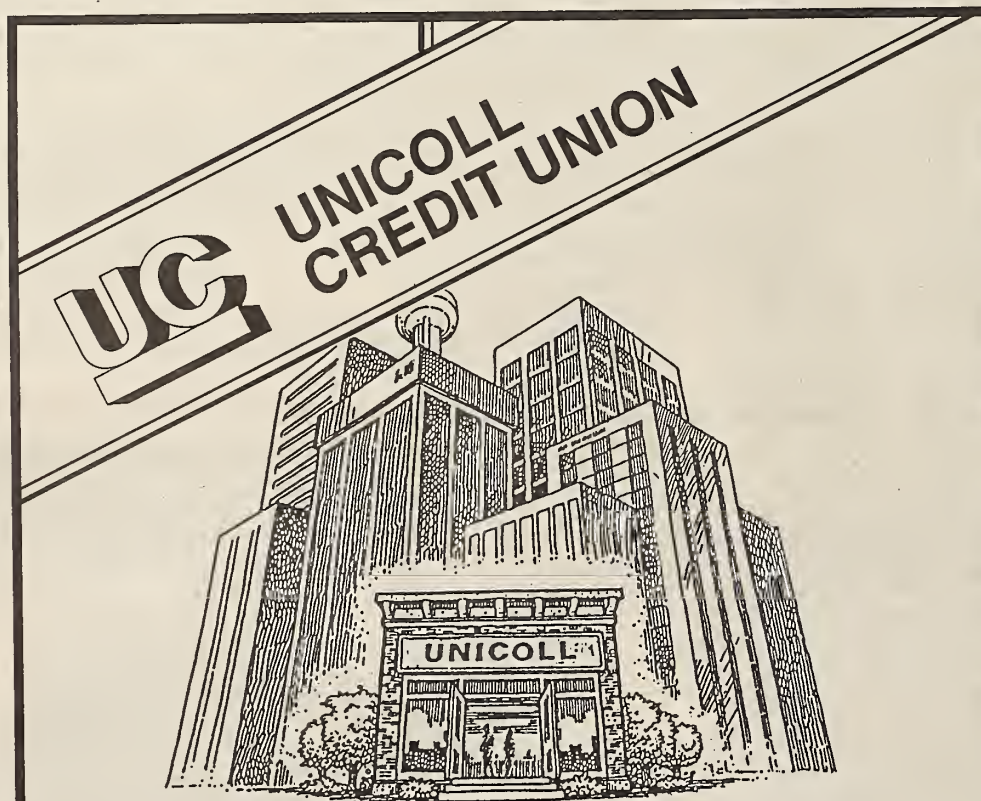
A SEARCH committee has been established to recommend a chair of the Department of Family & Community Medicine. Members are: Dean John H. Dirks, Faculty of Medicine (*chair*); Professors John Provan, associate dean, post-graduate medical education, Faculty of Medicine (*vice-chair*); Laszlo Endrenyi, associate dean, Division IV, School of Graduate Studies; Heather Dawson, Hollister F. King, Laurel J. Dempsey and David G. White, Department of Family & Community Medicine; and Robert Haslam, Department of Paediatrics; and Elaine Smith, president, Women's College Hospital; and Anna P. Perry (*secretary*).

The committee would welcome any comments or suggestions regarding this appointment. These may be communicated, preferably in writing, to the chair or to any member of the committee.

## Dean, SGS

IN ACCORDANCE with the Haist Rules, President George Connell has appointed a committee to recommend a dean for the School of Graduate Studies from July 1. Members are: Professor J.E. Foley, vice-president and provost (*chair*); University Professor Marian Packham, Department of Biochemistry; Professors Michael Fulen, dean, Faculty of Education; G.W. Heinke, dean, Faculty of Applied Science & Engineering; A.A. Iannucci, Department of Italian Studies; C.P. Jones, Department of Classics; J.M. Perz, Division of Physical Sciences, Scarborough College; J.E. Pesando, Institute for Policy Analysis; and Patricia Pliner, Division of Sciences, Erindale College; and Katherine Aspinell, graduate student, Centre for Industrial Relations; Angela Hofstra, graduate student, Faculty of Pharmacy; and Ruth Maloney, Office of the Vice-President and Provost (*secretary*).

The committee invites advice and nominations. These should be sent to Ruth Maloney, Office of the Vice-President and Provost, room 225, Simcoe Hall as soon as possible, but no later than November 30.



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# Jaguar woman

by Karina Dahlin

**S**HE DINES with Prince Philip, acts as a consultant to the Jaguar car company, and is the author of a book called *Jaguar Woman*. But Melanie Watt is neither regal, polished nor catty.

Energetic, down-to-earth and impulsive are better words to describe the 27-year-old graduate student of zoology. It was those qualities that led her to Belize in Central America where she staged a daring public relations campaign for the preservation of jaguars — an exercise that would make professionals green with envy, if not with sickness. She also saw an opportunity for academic studies and did the field work for her master's degree under conditions that few Canadians would be able to bear.

Watt first went to Belize (formerly British Honduras) in 1984 as a tourist interested in the tropics and its wildlife. She visited the Cockscomb Basin, home of the future jaguar preserve, where she learned how serious the plight of the animal is. Because the large cats are hard to track down, no one knows how many are left, in Belize or elsewhere. But there is no doubt that hunting and loss of tropical forests are reducing the population. One estimate is that by the year 2000 jaguars might be extinct.

A couple of months after returning from her first trip to Belize, Watt learned that, while the preserve had been established, hunters continued to poach and the local farmers kept up their practice of "slash-and-burn agriculture" in the area. It was then that she decided to take on the 1985 cross-country classic bicycle race in Belize — a gruelling, hot and dusty 230-kilometre trek which no woman had ever finished. She did it to raise awareness of the jaguar and in turn received celebrity status comparable to what a woman would get here if she was a hockey player in a Stanley Cup game.

The money she raised from sponsors was used for the preserve. Biggest of the contributors was the Jaguar car company which gave \$100,000 to cover all the expenses of the Cockscomb Basin Jaguar Preserve for three years.

## Snakes, murder

For her master's degree, Watt had planned to investigate jet lag. But the equipment she needed was not available, so in 1985 she decided to switch her studies to jaguars. She arranged to stay in the Belize preserve for five months to

study the food habits, parasites and ranges of the jaguar. As it turned out, five months became eight. The academic part of Watt's visit — measuring track sizes and analyzing droppings — was soon routine, but survival was a constant challenge: loneliness, snakes, sickness and the odd mugging incident, not to mention a mentally disturbed man with murder on his mind.

Watt only had three good sightings



Melanie Watt from the cover of her book, *Jaguar Woman*

of jaguars. The animals hidden in the dense bush, however, could view her as much as they liked. Watt understood this one day on her way back to the cabin. She saw some well-defined tracks and was surprised she had not noticed them on her way out. Then she found a jaguar foot print on top of her own from that morning.

"It took me a moment to realize what that meant: a jaguar had been following me on the way out," she writes in her book. "I was excited and frightened at the same time. I kept telling myself that jaguars aren't man-eaters and that, if it was going to attack me, it had already had plenty of opportunities."

She survived and completed her master's degree in 1987. The following year, she went back to Belize. She and John Mackie, president of Jaguar Canada, were invited to a dinner with Prince Philip, who, in his role as international president of the World Wildlife Fund, had

come to see the jaguar preserve. The dinner became two dinners because security measures for the prince prevented Mackie's plane from landing in time for the first event.

## Popular writing

Melanie Watt has been featured in numerous broadcast and print interviews — so many that when *Equinox* asked her for an interview she decided to write about her adventures herself. She proved to be a fine writer and attracted the attention of other publishers such as Reader's Digest and Key Porter Books.

The unscientific presentation of her work is quite deliberate. Watt has thought a lot about her role as a scientist and concluded that people in her position have a duty to provide public education.

"There's no point in doing your work if it doesn't help the public. If I am working on endangered animals, I can find out that they carry 18 different species of parasites and that it affects them in certain ways. But if I don't also put forward an effort to protect that species then I'm wasting my time. I really don't care that somebody 100 years from now can read that jaguars had seven intestinal parasites. It's much more important that there are still jaguars at that time. That's the bottom line."

She used to feel that science and conservation were two different disciplines. One thing that helped her to accept the parallels was the Sisam Forestry Award given to her this year for the *Equinox* article.

Awarded by the Faculty of Forestry, the prize is granted to a full-time U of T student for the best published article dealing with forestry or a forest-related subject.

"It made me feel that I wasn't conflicting any more. I hope that in about 10 years it will be assumed that if you are working in zoology, part of your time will be spent on public education and conservation."

"Instead of *Jaguar Woman*, I could have written a scientific book, and it would probably have been a lot easier than saying what it felt to be all alone in the middle of nowhere and going into all the personal stuff. Some of it was downright traumatic; to go back to it in so much detail was really hard. I think public education is important and that is why I wrote a public book."

The Cockscomb became the first jaguar preserve in the world. In her book, Watt points out that it was established not only to help the jaguars but also other indigenous species of plants and animals. "It would have been extremely difficult to raise funds or gain publicity for a specific species of frog or mosquito that might occur in the Cockscomb, but they will now be protected as well."

*Jaguar Woman* is currently being promoted across the country through a series of radio and TV interviews arranged by Key Porter Books. Watt continues to act as a consultant for Jaguar but academically she is through with the big tropical cat. She is now studying the genetics of wild animals for her PhD and will concentrate on Canadian species. The luxury of a Canadian field station is something she is looking forward to.



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## UNIVERSITY COLLEGE ALUMNI ASSOCIATION

### BOOK SALE

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# UNIVERSITY OF TORONTO GENDER-NEUTRAL LANGUAGE GUIDELINES

These guidelines have been prepared by a working group comprised of members (whose names appear at the end) of the Advisory Committee to the Status of Women Officer and the Ad Hoc Committee on the Status of Women at the University of Toronto. The group is grateful for the encouragement and support of the vice-president and provost and the vice-president - human resources, and also for the response from interested members of the University community to its request for information and advice during the development of this draft.

Further comments are invited prior to the preparation of the final version. These may be directed by November 17 to:

Status of Women Office  
Room 206, Simcoe Hall  
27 King's College Circle  
978-2196/2757

## I PURPOSE

Language can be used to promote equity. These guidelines are designed to help University staff and students to recognize and use fair, accurate and balanced expression in everyday communication in the classroom and workplace.

## II INTRODUCTION

Language evolves to reflect social realities, and has become a critical factor in the pursuit of equity. As part of its ongoing efforts to equalize the status of women, the University of Toronto is committed to the use of bias-free expression. The University's Employment Equity Policy contains an undertaking to "monitor University documents and other official communications to ensure that they are free of discriminatory language, and sex-role or other stereotyping."

The guidelines which follow cover a representative rather than an exhaustive range of common situations, and the strategies suggested for dealing with them are descriptive rather than prescriptive. There is usually an array of options available in the way of wording and style.

Several examples are taken from University of Toronto documents or other sources. Responsibility for ensuring gender-neutral language in college, faculty, departmental and other divisional calendars, publications, and communications rests with the head of the unit concerned, to whose attention suggestions and complaints should be brought.

## III GUIDELINES

### 1. TITLES, DESIGNATION & FORMS OF ADDRESS

#### Titles & Designation

In general, the use of gender-limiting terms, titles, and verbs differentiates men and women unnecessarily. Non-sexist equivalents are usually available; the accuracy of a parallel form may depend on the context in which it is used.

Instead of	Try
Chairman	Chair, chairperson, convenor, coordinator, director, facilitator, group leader, head, moderator, presiding officer
Cleaning lady/woman, maid	Cleaner, house-keeper, custodian
Girl/Boy Friday	Assistant, aide, secretary

(better: use the person's full name)	
Mailman, postman	Letter/mail carrier
Master	Dean, director, head, instructor, leader, principal, teacher, tutor
Policeman/woman	Police officer, constable, detective
To man (a desk, project, telephone)	To staff, operate, run, oversee

Generic terms (for example, carpenter, nurse) should not automatically be assumed to be male or female; nor should generic terms be changed to indicate sex (for example, "woman supervisor", "male nurse"), as this implies a departure from the norm. Similarly, feminized terms such as authoress, manageress, sculptress, waitress are redundant and undesirable.

Alternatives can often be found by substituting the suffix "person" (for example, spokesperson). Where this is awkward, synonyms are usually available. (See "Selective Glossary.")

However, gender-neutral terms should not be used to mark one as "the other sex" — for example, chairperson only when a woman happens to have the position. References must be even-handed at all times.

#### Forms of Address

Historically, men have not been identified by their marital status. It is not now considered necessary or pertinent to identify women in this way.

Use Ms or Mr. if applicable, or omit the courtesy titles altogether, if appropriate. However, women who indicate that they prefer to be addressed as "Miss" or "Mrs." should be addressed in this way.

The use of equivalent titles and names should be parallel and consistent.

Instead of	Try
Miss Lily Wong and John Ho	Lily Wong and John Ho
Dean Renee Savoie and her secretary Bob	Renee Savoie and her secretary Bob Lachance or Dean Savoie and her secretary Mr. Lachance

In correspondence, use the name/form of address designated by the recipient, if known. If not known, consider using the full name, or initials and last name: Dear Nancy Smith or B. Bloggins or Tony Pasquale. (In cases of strong personal preference for a title, Ms or Mr. may be added.) If neither name nor sex is known, use Dear Madam/Sir.

In internal memoranda, mailing lists, etc. use full names, or initials and last names, omitting titles. However, in a context where earned titles (such as Professor, Doctor, Reverend) are retained, courtesy titles (Mr./Ms) should also be employed.

In formal settings such as meetings, Mr. or Madame Chair may be preferred (as, for example, Mr. Speaker, Madame Speaker).

### 2. EXCLUSION OR OMISSION OF WOMEN

Although the words "man" and "he" are often claimed to be generic and to include women, in fact listeners and readers hear and understand a reference to males only. Do not exclude women by using "male as norm" language. However, words like "manual" and

"manufacture", which are derived from the Latin "manus" or hand, do not need to be changed.

Instead of	Try
Best man for the job	Best person for the job
Man, mankind	Women and men, human beings, humanity, people, the individual, the human species, humankind
Man-hours	Hours, staff/working hours, time, labour
Man-made	Manufactured, handmade, artificial, synthetic, machine-made
Manpower	Workforce, workers, personnel, staff, human resources
Workman	Worker

(For other examples see "Selective Glossary.")

A number of U of T course titles are gender-inclusive:

- Human and Mammalian Physiology
- The Individual and the Social System
- Human Behaviour in the Old Stone Age
- Classical Civilization
- Human Origins
- Population and Society

Others are not but could be made so:

- Early Man in the New World
- Man and Environment
- Multiple Approaches to the Study of Man in Health and Disease
- Soviet Man and Society in the 1980's

There is no practical generic or common-sex third person singular pronoun in English. The use of masculine pronouns to refer to all humanity effectively excludes over 50% of the population.

#### Instead of:

A student should normally submit his thesis...

#### Try:

Deleting pronoun(s)

A student should normally submit a thesis...

Changing to Plural

Students should normally submit (their) theses...

Rephrasing

Theses should normally be submitted...

Using "he or she", "her/his", "s/he", etc.

A student should normally submit his/her thesis...If a supervisor is on leave at the time of the thesis examination, s/he normally...

Substituting "one" or shifting to second person

One should normally submit one's thesis...If you are on leave at the time of your student's thesis examination, you should normally...

Using plural pronouns with singular antecedents

Everyone should submit their thesis...

(While less used in written or formal contexts, this practice is common in speech and with indefinite antecedents.)

#### Avoid disclaimers

Given the relative ease with which exclusive terms can be avoided, disclaimers such as the following are inadequate:

The words "man" and "he" are used in the generic sense throughout this calendar.

or

In this By-law...all words implying the masculine gender are considered to include the feminine and vice versa...

### 3. SEX-ROLE STEREOTYPING & LABELS

However unintentionally, words and images that stereotype or exclude individuals and groups can be imprecise, inaccurate, and even damaging.

Some stereotypes have been reinforced by frequent use to the point of acceptance ("girls can't do math", "men don't cry"). References should be neutral unless it is appropriate to recognize the exclusive or predominant presence of one sex in certain situations (for example, in relation to paternity leave, or to single-parent families when the parents are in fact all women).

Instead of	Try
Faculty members and their wives	Faculty members and their spouses/guests/partners (encompassing a variety of relationships, including same sex)
Housewives are paying more...	Shoppers/consumers/parents are paying more...

References to a woman's appearance are appropriate only if relevant, or if a man is or would likely be described in similar terms. Note what happens if the substitution of "he" and "his" for "she" and "her" were made in the following:

"As the highest academic administrator at the U of T, she attracts considerable attention. Yet, with her large blue eyes, fair hair, slender figure and quiet manner, she gives an impression of shyness and vulnerability...In comparison, the violets blooming on her office window sill seem positively brazen."

(University of Toronto Alumni Magazine)

Women and men should be presented in comparable terms (physical or mental attributes, status, accomplishments) and treated with equal respect, dignity, and seriousness.

Instead of	Try
Walter is a concert pianist and his wife Beata a striking blonde	Beata is a marine biologist and Walter a concert pianist
The fair/weaker sex, the girls, ladies	Women, the women
Girl (My girl will sign the letter in my absence.)	Secretary, typist, assistant



Man and wife Husband and wife, wife and husband, man and woman, woman and man

4. CITING & QUOTING

A direct quotation cannot be altered, particularly in the context of teaching and research. In all cases, academic conventions will determine what action should be taken.

With quotations containing sexist language and sexual stereotyping, options to consider are:

- avoiding the use of the quotation altogether unless it is absolutely essential;
- prefacing or following the quotation with a comment acknowledging that it contains terms/allusions which may trouble or offend;
- paraphrasing or recasting as an indirect quotation (removing the quotes but taking care to attribute the source);
- using part of the quotation and paraphrasing (with ellipses) the part that contains sexist material;
- adding "sic" to indicate that the source and not the user is responsible for the sexist language.

Solutions may depend on several factors: the ease with which an apt alternative can be found, the degree to which it is important or desirable to disassociate oneself from the language used, whether the quotation relates directly and personally to the individual quoted or has a wider application, or the effect on the context, intent, and style of the original quotation.

5. VISUAL MATERIAL

Many of the principles that apply to verbal communication also apply to visual communication. In photographs and illustrations women and men should be depicted

- with relatively equal frequency;
- at all levels of authority and participation;
- in reasonable numbers in non-traditional or unstereotypical roles, occupations or activities;
- representing varied ages, races, ethnic groups and human characteristics;
- with clothing, posture, expression and gesture conveying equal status and respect.

Do not:

- fail to recognize historical realities (e.g. Fathers of Confederation);
- assume that all individuals belong to heterosexual couples or nuclear families.

6. Demeanor, RUDE & ABUSIVE LANGUAGE

These guidelines assume that everyone is aware of and can recognize deliberately foul and insulting language. However, not everyone realizes the destructive and demoralizing effects of the casual or inadvertent use of sexist or exclusive forms of expression.

Various models of "male" and "female" characteristics and behaviour established over the years are limiting to both men and women. Consider the quite different effects which commonly emerge from identification of "masculine" qualities with a woman and "feminine" qualities with a man, from the tomboys and sissies of childhood to the woman who "thinks like a man" and the man who is labelled "effeminate". Some concepts take on a more negative meaning when applied to women:

master	mistress
bachelor	spinster, old maid
forceful	militant
aggressive	pushy
charming	seductive
hard working	compulsive
stud	slut

Terms such as "little woman", "woman's (or man's) work", or references in the classroom to "the little lady in the second row" or in the workplace to "my girl looking after it", circumscribe and

belittle. Statements or expressions which reflect assumptions or imply inferior roles, skills or value should be avoided, as should language which characterizes a similar state or behaviour differently because of gender. (Other factors, including race or ethnic origin, religion, sexual orientation, age and disability, can be introduced with similarly demoralizing and delusive effect: "squaw", "he's such an old woman", "she's acting like an emotional cripple", "Jewish American Princess.")

Be sensitive to humour based on gender stereotypes ("bimbo", "dumb blonde"). Avoid particularly terms which relate in an insulting manner to sexuality: "frigid", "castrating female" (one of the milder of several terms), "queer", "nympho" and — from the classroom and from recent campus newspapers — "you must be a fag to take this course" and "most feminists are dykes".

Certain instances of "verbal conduct" may fall within the definition of sexual harassment contained in the University of Toronto's Policy and Procedures: Sexual Harassment. That Policy expresses the University's opposition to "sexist behaviour of every kind" which, if it is not defined as sexual harassment, "must be addressed by education and other means".

IV SELECTIVE GLOSSARY

Instead of	Try
Actress	Actor
Alumni	Alumni/ae, alumnae/i, former students, graduates
Boy (for adult man)	Man
Brotherhood	Community, association, union
Businessman/ woman	Executive, merchant, industrialist, entrepreneur, manager
Career girl/woman	Be specific: engineer, mathematician, administrative assistant, insurance agent
Craftsman	Artisan (Be specific)
Delivery boy/man	Messenger, courier, deliverer, delivery person
Draftsman	Drafter, drafting technician
Farm wife	Farmer
Fireman	Fire fighter
Forefathers	Ancestors, forebears
Foreman	Lead hand, supervisor
Founding fathers	Founders, pioneers, colonists
Girl (for adult woman)	Woman
Grandfather clause	Grandparent clause
Headmaster/ mistress	Principal
Hostess	Host
Housewife, lady of the house	Homemaker, consumer, customer, parent
Ladylike	Well-mannered
Layman, layman's terms	Lay, common, ordinary, untechnical
Maiden name	Birth name

Maintenance man	Maintenance worker
Manhole/cover	Sewer hole, sewer cover, access cover
Man in the street, common man	Public, the average person, ordinary people
Middleman	Go between, agent, importer, wholesaler
Mothering	Parenting, nurturing, child-rearing
Mother nature	Nature
Office boy/girl	Office helper, gofer
Ombudsman	Ombuds officer, advocate
Repairman, serviceman	Repairer, technician (Better: plumber, electrician, carpenter, steam fitter, etc.)
Right-hand man	Assistant, right arm
Salesman/woman	Sales clerk, salesperson(s), sales force, sales representative, sales agent
Spokesman	Spokesperson, speaker, representative, advocate, proponent
Sportsmanship	Fair play
Tradesman	Skilled worker, technician
Unwed mother	Mother, parent, single parent
Waitress	Waiter, server
Weatherman	Weather forecaster, meteorologist
Women's libber	Feminist

V SOURCE MATERIALS

(The editors found a number of publications listed below particularly helpful in the preparation of the present guidelines, and wish to acknowledge their indebtedness to this previous work.)

1. HANDBOOKS & GUIDELINES

Advisory Council on the Status of Women. *Guidelines for Non-Sexist Writing*. Ottawa, 1984

American Psychological Association. "Guidelines for Nonsexist Use of Language." *American Psychologist*, 1975 June; 682-84

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Key, Mary Ritchie. *Male/Female Language*. Metuchen, N.J.: The Scarecrow Press Inc., 1975

Markowitz, Judith. "The Impact of the Sexist-Language Controversy and Regulation on University Documents." *Psychology of Women Quarterly* 1984 Summer, 8 (4): 339-53

Martyna, Wendy. "Beyond the He/Man Approach: The Case for Nonsexist Language" in *Language, Gender and Society*. Eds. Barrie Thorne, Chris Kramarae and Nancy Henley. Rowley, Mass.: Newbury House, 1983

Miller, Casey and Kate Swift. *Words and Women*. Garden City, N.J.: Doubleday, 1976

Spender, Dale. *Man Made Language*. London: Routledge & Kegan Paul, 1980

Thorne, Barrie and Nancy Henley. *Language & Sex: Difference & Dominance*. Rowley, Mass.: Newbury House, 1975

Whorf, Benjamin Lee. "The Relation of Habitual Thought and Behaviour to Language." *Language, Culture and Society*. Ed. W. Blount. Cambridge, Mass.: Winthrop Publishers, 1974

Members of the Advisory Committee to the Status of Women Officer and the Ad Hoc Committee on the Status of Women working group on language: Jennifer Guyatt, Claire Johnson, Catherine Matthews, Mary Lynne McIntosh, Heather Murray, Karen Pearson, Lois Reimer, Jane Strickler and Pegatha Taylor.

Status of Women Office  
Office of the President  
University of Toronto  
August 1989

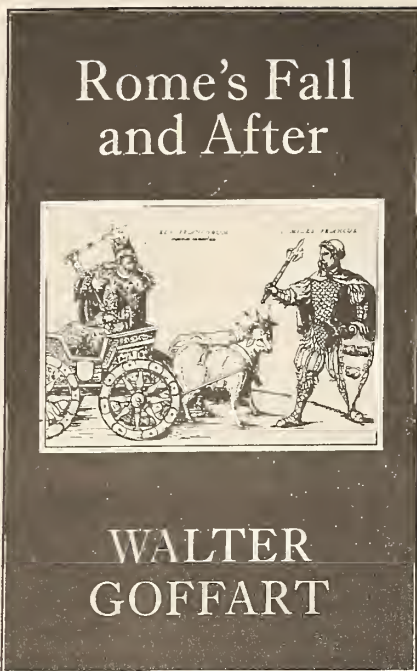




The following are books by U of T staff. Where there is multiple authorship or editorship, U of T staff are indicated by an asterisk.

**October Jaguar Woman**, by Melanie Watt (Key Porter Books; 154 pages; \$21.95). The story of one person's effort to publicize and gain support for the preservation of the jaguar and to secure funding for a preserve in Belize.

**Provincial and Territorial Legislatures in Canada**, by Gary Levy and Graham White\* (University of Toronto Press; 245 pages; \$40 cloth, \$17.95 paper). Scholars and legislative staff members provide an overview of the role of provincial and territorial legislatures in governmental



processes and in shaping their respective societies.

**The Nazi Holocaust**, edited by Michael Marrus (Meckler Publishing; 15 volumes, 7,669 pages; 15-volume set, \$1,275 US, individual volumes, \$85 US). This reference collection on the Nazi holocaust is composed of historical articles dealing with the destruction of the European Jews.

**La variation dialectale en grammaire universelle**, by Yves Roberge\* and Marie-Thérèse Vinet (Presses de l'Université de Montréal; 143 pages; \$24). This book examines the concept of dialect from the point of view of the principles-and-parameters approach to language variation and acquisition.

**Rome's Fall and After**, by Walter Goffart (Hambledon Press; 371 pages; \$45 US). The articles in this collection illuminate the great events that reshaped Europe. They uncover new and significant details in texts ranging from tax records to tribal genealogies.

**Schooling in Renaissance Italy: Literacy and Learning, 1300-1600**, by Paul F. Grendler (The Johns Hopkins University Press; 477 pages; \$45 US). An intellectual and social history of Italian Renaissance schools at the pre-univer-

sity level with a discussion of the organization, students, teachers and curriculum.

**A.P. Young, Die "X" Dokumente: Die geheimen Kontakte Carl Goerdelers mit der britischen Regierung, 1938-1939**, edited by Sidney Aster (R. Piper Verlag; 331 pages; approx. \$21.75). A revised and enlarged German translation detailing the resistance efforts of A.P. Young and Carl Goerdeler. New documentation, an appendix and an epilogue by Prof. Helmut Krausnick are included.

## Review Committees

### Arts and science

COMMITTEES have been established to review the Department of French on Nov. 8, 9 and 10, the Department of Geology on Nov. 20, 21 and 22, the Department of Linguistics on Nov. 13 and 14, and the Department of Psychology on Nov. 29, 30 and Dec. 1.

*Department of French*  
Members: Professors Eleanor Cook, as-

sociate dean, humanities, Faculty of Arts & Science; Laurence L. Bongie, Department of French, University of British Columbia; Louise Millot, Department of French, Laval University; and Gerald Prince, Department of Romance Languages; University of Pennsylvania.

*Department of Geology*  
Members: Professors Steve Tobe, associate dean, mathematical, physical and life sciences, Faculty of Arts & Science; Christopher R. Barnes, Centre of Earth & Ocean Research, University of Victoria; William S. Fyfe, Natural Sciences Centre, University of Western Ontario; and Brian J. Skinner, Department of Geology, Yale University.

*Department of Linguistics*  
Members: Professors Donald E. Mogridge, associate dean, social sciences, Faculty of Arts & Science; Ellen Kaisse, Department of Linguistics, University of Washington; and Douglas C. Walker, Department of French, Italian & Spanish, University of Calgary.

*Department of Psychology*  
Members: Professors Steve Tobe, associate dean, mathematical, physical and life sciences, Faculty of Arts & Science; John Adair, Department of Psychology, University of Manitoba; and Peter Dodwell, Department of Psychology, Queen's University.

The committees would be pleased to receive comments from interested persons. These may be submitted to Dean R.L. Armstrong, c/o Christine Marchese, faculty personnel manager, Faculty Personnel Office, room 2014, Sidney Smith Hall.

## TRAVEL PROGRAMME

### CAR RENTAL/HOTEL CORPORATE RATE DISCOUNTS

Based on statistics obtained from the University Travel Card Reports, the Travel Office has negotiated direct corporate rate discounts on a "Preferred Supplier" basis with the following car rental agencies:

ALAMO;  
AVIS;  
BUDGET;  
HERTZ;  
TILDEN.

Direct corporate rate discounts on a "Preferred Supplier" basis have also been negotiated with major hotel chains, as well as with various individual hotels.

For further information and Rate Identification Numbers/cards/stickers (where applicable), contact the Travel Co-ordinator, c/o Purchasing Dept., 978-5173.

### PREFERRED TRAVEL AGENCIES

The University's Preferred Travel Agencies also have special rates on auto rentals and hotel bookings, which they will gladly quote you.

For these or other travel arrangements contact:

AMERICAN EXPRESS TRAVEL — 443-8411  
MARLIN TRAVEL — 485-6771  
RIDER TRAVEL GROUP — 596-6999

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### CARD PAYMENT "EXPRESS SERVICE" BOX

American Express has provided the University Travel Office with an "Express Service" drop-off box for payments of both Corporate and personal Amex cards (cheque and monthly statement must be enclosed).

The box will be located in the Purchasing Dept., 215 Huron St., Rm. 711, and payment pick-up will be made on Tuesday and Thursday afternoons. Allow 3 business days after pick-up for credit to your account.

## EQUIPMENT

The "Equipment Exchange" is a service co-ordinated by the Purchasing Department to facilitate the recycling of surplus equipment within the University.

**PLEASE NOTE:** Equipment moved from research to administration or sold outside the University is subject to tax and duty. Contact Customs, commodity taxation section if unsure.

Description	Qty	Model	Age	Mkt Value	Contact
Computer	1	IBM 4361	1985	\$10,000	E. Smart 978-4488
Tape Drive	1	IBM 8809	1985	\$500	" "
Disc	1	IBM 3370A2	1985	\$5,000	" "
ASCII-EBCDIC Converter	1	IBM 7171	1985	\$7,600	" "
Fumehood	1	Canadian Cabinets	1975	Best Offer	M. Bird 978-8039

Description	Qty	Model	Age	Mkt Value	Contact
Microprocessor Learning Lab.	1	Tanberg Model IS 9		Best Offer	O. Liggett (Ryerson) 979-5010
Word processor	1	Micom 2002		Best Offer	K. Tam 978-8644
Wooden folding chairs (leather seat & back)	8	Old		\$50 ea.	J. Marrs 978-5924

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THE SIXTEENTH ANNUAL  
EDNA W. PARK LECTURE  
RICHARD GILBERT Ph.D.  
UNIVERSITY OF TORONTO  
Medical Sciences Auditorium  
King's College Circle  
University of Toronto  
Thursday, November 16, 1989  
8:00 p.m.  
RECEPTION FOLLOWING IN THE  
MEDICAL SCIENCES BUILDING





## Events

### Lectures

#### Pages to Powder: Initiatives to Stem Disaster.

*Tuesday, October 31*  
Karen Turko, preservations services. 4049 Robarts Library. 4 p.m.  
(U of T Librarians Association and U of T Library)

#### The Nutritional Value of Foods and the Safety of Food Additives.

*Wednesday, November 1*  
Prof. A. Venket Rao, Department of Nutritional Sciences; fourth in series of five Canadian Perspectives lectures. Council Chamber, South Building, Erindale College. 10 a.m. to 12 noon. Tickets \$6.  
*Information: 828-5214.*  
(Senior Alumni and Associates of Erindale)

#### Function and Regulation of Human Hepatic Cytochromes P-450 in Cell Structure.

*Wednesday, November 1*  
Dr. Eve Roberts, Hospital for Sick Children. 4227 Medical Sciences Building. 4 p.m.  
(Pharmacology)

#### How Dangerous Are PCBs?

*Wednesday, November 1*  
Health Aspects of PCBs, Prof. Stephen Safe, Texas A & M University; Operating Experiences Burning PCBs in a High Temperature Rotary Kiln, Prof. Ken Simpson, Alberta Special Waste Mgt. Corp. Hart House Theatre. 7 p.m.  
(IES)

#### Maya Artistic Achievements.

*Wednesday, November 1*  
David M. Pendergast, Royal Ontario Museum. Art Gallery, Erindale College. 7 p.m.  
(Erindale and Colour & Form Society)

#### Oceans and Global Change.

*Wednesday, November 1*  
Prof. M.J. Keen, Dalhousie University; Natural Resources and the Global Environment: A Look to the Future series, Auditorium, Earth Sciences Centre. 8 p.m.

#### Boom or Bust? Supernovae and the Evolution of the Universe.

*Sunday, November 5*  
Prof. Marshall L. McCall, York University. Auditorium, Medical Sciences Building. 3 p.m.  
(Royal Canadian Institute)

#### Increasing the Livability of Urban Architecture: Advances from Swedish Experience.

*Sunday, November 5*  
Birgit Krantz, University of Lund; third in series of six on The City in the 1990s: Livable

for Whom? Auditorium, Medical Sciences Building. 7:30 to 9:30 p.m.  
Tickets \$25, half-price to full-time students through Centre for Urban & Community Studies, 978-2072, or at the door, space permitting.  
(Urban & Community Studies and Continuing Studies)

#### Relationships: The Fourth "R" of Schooling.

*Monday, November 6*  
Prof. Shelley Hymel, University of Waterloo; School lecture series. Room 069, Institute of Child Study, 45 Walmer Rd. 5:30 p.m.  
(Child Study)

#### The Rise and Fall of Ekron of the Philistines.

*Monday, November 6*  
Prof. Seymour Gitin, W.F. Albright Institute of Archaeological Research, Jerusalem. 1070 Sidney Smith Hall. 8 p.m.  
(Near Eastern Studies)

#### Sexuality and Empowerment.

*Monday, November 6*  
Susan Cole, journalist and author; Popular Feminism lecture and discussion series. Boardroom, 12th floor, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.  
(Women's Studies in Education, OISE)

#### He Who Doesn't Pay the Piper: Arts Administration in Hamlin Town.

*Tuesday, November 7*  
Mavor Moore, recipient of Warner-Lambert Canada Inc. Award for Distinguished Service in Arts Administration. Council Chamber, Scarborough College. 7 p.m.

#### The Power of the Press.

*Wednesday, November 8*  
John Miller, Ryerson Polytechnical Institute; final in series of five Canadian Perspectives lectures. Council Chamber, South Building, Erindale College. 10 a.m. to 12 noon.  
Tickets \$6.  
*Information: 828-5214.*  
(Senior Alumni and Associates of Erindale)

#### Architecture of the Machine.

*Wednesday, November 8*  
Wes Jones, architect, San Francisco. 116 Wallberg Building. 7 p.m.  
(Architecture & Landscape Architecture and Steel Structures Education Foundation)

#### Magic and the Novelist.

*Wednesday, November 8*  
Prof. Em. Robertson Davies, Department of English; Wiegand lecture series. Auditorium, Medical Sciences Building. 8 p.m.  
(Arts & Science)

#### Mesopotamian Antiquities in the Near Eastern Museum, Berlin: One of the World's Largest and Finest Collections.

*Wednesday, November 8*  
Liane Jakob-Rost, Vorderasiatisches Museum, East Berlin. 3154 Medical Sciences Building. 8 p.m.  
(Canadian Society for Mesopotamian Studies)

#### 1989 H.L. Welsh Lectures in Physics.

*Thursday, November 9*  
Auditorium, Medical Sciences Building

#### The Development of Superconductivity in Oxides.

Prof. K. Alex Müller, University of Zurich. 2 p.m.

#### Supernova 1987A: What We Have Learned.

Prof. S.E. Woosley, University of California at Santa Cruz. 4 p.m.

*Friday, November 10*

102 McLennan Physical Laboratories.

#### The Neutrino Process: A New Nucleosynthetic Mechanism.

Prof. S.E. Woosley, University of California at Santa Cruz. 9:30 a.m.

#### Attempts to Solve the High-T<sub>c</sub> Puzzle.

Prof. K. Alex Müller, University of Zurich. 11 a.m.

#### The Changing Environments of the Sahara.

*Sunday, November 12*  
Prof. James C. Ritchie, botany, Scarborough College. Auditorium, Medical Sciences Building. 3 p.m.  
(Royal Canadian Institute)

#### Building and Managing Cities in a State of Permanent Economic Crisis.

*Sunday, November 12*  
Jorge Hardoy, ILED-International Institute for Environmental Development, Buenos Aires; fifth in series of six on The City in the 1990s: Livable for Whom? Auditorium, Medical Sciences Building. 7:30 to 9:30 p.m.  
Tickets \$25, full-time students half-price through the Centre for Urban & Community Studies, 978-2072, or at the door, space permitting.  
(Urban & Community Studies and Continuing Studies)

#### A Model for School and Program Evaluation.

*Monday, November 13*  
Prof. Ken Leithwood, OISE; School lecture series. Room 069, Institute of Child Study, 45 Walmer Rd. 5:30 p.m.  
(Child Study)



SUSAN ROSS (With art)

"Volva Volva" by Rae Anderson is part of the exhibit, "OS, the love darts of the slug" at the Justina M. Barnicke Gallery until November 9. See Exhibitions.

### Colloquia

#### Detection of Particles for Laboratory Dark Matter Searches.

*Thursday, November 2*  
Prof. Blas Cabrera, Stanford University. 4:10 p.m.  
(Physics)

#### On the Origin of Stereocontrol in the Additions of Allylmetals to Aldehydes and Acetals.

*Friday, November 3*  
Prof. S.E. Denmark, University of Illinois. 158 Lash Miller Chemical Laboratories. 3:30 p.m.  
(Chemistry)

#### Universals and Cultural Differences in Verbal Thinking.

*Tuesday, November 7*  
Prof. Peeter Tulviste, Tartu University, Estonia. 570 Sidney Smith Hall. 12:10 p.m.  
(Psychology)

#### The Apochryphon of Jannes and Jambres.

*Friday, November 10*  
Prof. Albert Pietersma, Department of Near Eastern Studies. 14353 Robarts Library. 1 p.m.  
(Centre for Religious Studies)

#### State to State Chemistry in Crossed Molecular Beams.

*Friday, November 10*  
Prof. W.R. Gentry, University of Minnesota. 158 Lash Miller Chemical Laboratories. 3:30 p.m.  
(Chemistry)

#### Philosophy and the "Unmentionables": Unrepentant Notes of a Feminist Theorist.

*Friday, November 10*  
Elizabeth Victoria Spelman, author. Philosophy lounge, 10th floor, 215 Huron St. 3:30 to 5:30 p.m.  
(U of T Feminist Research Forum)

### Play

#### Talking With ...

*Wednesday to Saturday, November 1 to November 4*  
By Jane Martin, directed by Carla Shepherd. Studio One, Scarborough College. 8 p.m.  
*Information and reservations: 284-3204.*

### Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 4S Willcocks St., by the following times:

Issue of November 13, for events taking place Nov. 13 to 27:  
*Monday, October 30*

Issue of November 27, for events taking place Nov. 27 to Dec. 11:  
*Monday, November 13*

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**Seminars**

**Prospects for Reform in Toronto.**

*Monday, October 30*  
Prof. John Sewell, York University. Upper Library, Massey College. 2 to 4 p.m. (Urban & Community Studies)

**Transports in Simulated Porous Media.**

*Monday, October 30*  
P.M. Adler, Centre National de la Recherche Scientifique, Meudon. 117 Galbraith Building. 3 p.m. (Civil Engineering)

**The Continuing Crisis in Sri Lanka: The JVP, Indian Troops and Tamil Politics.**

*Monday, October 30*  
Prof. Shelton U. Kodikara, University of California at Berkeley. 2090A Sidney Smith Hall. 4 p.m. (South Asian Studies)

**Present Status of Optical Communications (Systems and Devices).**

*Tuesday, October 31*  
Richard Dixon, AT&T Bell Laboratories, Murray Hill, NJ. 134 McLennan Physical Laboratories. 4 p.m. (Ontario Laser & Lightwave Research Centre)

**State Reduction as a Tool to Analyze Queueing Problems.**

*Wednesday, November 1*  
Prof. Winfried K. Grassman,

University of Saskatchewan. 211 Rosebrugh Building. 3 p.m. (Industrial Engineering)

**Human Health Aspects of PCBs.**

*Thursday, November 2*  
Round table discussion. Speakers: Prof. Stephen Safe, Texas A & M University; Ken Simpson, Alberta Special Waste Mgt. Corp.; Prof. Emmanuel Farber, Department of Pathology; Ken Mancuso, Health & Welfare Canada; Prof. Tony Miller, Department of Preventive Medicine & Biostatistics; and Tom Davey, publisher. 9 a.m.

**Environmental Aspects of PCBs.**

Round table discussion. Speakers: Dr. Keith Solomon, Canadian Centre for Toxicology; Prof. Tony Hayes, Guelph University; Edgar Schmidt, Ontario Waste Mgt. Corp.; D.L. Grant, Health & Welfare Canada; and Craig McKinness, *The Globe and Mail*. Ontario Science Centre. 2 p.m. (IES)

**Perspectives on the Geography of Ukrainian Rural Settlement in Western Canada before 1914.**

*Thursday, November 2*  
Prof. John Lehr, University of Winnipeg. 4049 Robarts Library. 4 to 6 p.m. (Ukrainian Studies)

**Plants, People and Prehistory.**

*Thursday, November 2*  
Prof. Gary Crawford, anthropology, Erindale College. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

**Toronto in Transition: Waste Management Issues.**

*Friday, November 3*  
Prof. Virginia Maclaren, Department of Geography; subterranean series. 2125 Sidney Smith Hall. 2 p.m. (Geography)

**Reading All the Signs: Robert Sideny's Lyric Book (Add. 58435) in Its Context.**

*Friday, November 3*  
Germaine Warkentin, CRRS. 323 Pratt Library, Victoria College. 2:10 p.m. (Renaissance & Reformation Studies)

**Nero's Alien Capital: Tacitus as Paradoxographer.**

*Friday, November 3*  
Prof. A.J. Woodman, University of Durham. 152 University College. 3:10 p.m. (Classical Studies)

**Incorporating Women's Experience into the Planning and Design of Housing.**

*Monday, November 6*  
Prof. Birgit Kranz, University of Lund, Sweden. Upper

Library, Massey College. 1 to 3 p.m. (Urban & Community Studies)

**All-Optical Switching in Waveguides.**

*Tuesday, November 7*  
Prof. George Stegeman, University of Arizona. 134 McLennan Physical Laboratories. 4 p.m. (Ontario Laser & Lightwave Research Centre)

**Functional Analyses of Cyclic Amp-Responsive Transcriptional Transactivation Protein Creb.**

*Tuesday, November 7*  
Dr. J.F. Habener, Massachusetts General Hospital. North classroom, Toronto General Hospital. 5 p.m. (Banting & Best Diabetes Centre)

**Viral Challenges: "Old and New" — Poliomyelitis and Atherosclerosis.**

*Wednesday, November 8*  
Prof. Joseph Melnick, Baylor College of Medicine, Houston. 103 FitzGerald Building. 12 noon. (Microbiology)

**Saharan Environments: Past and Present.**

*Thursday, November 9*  
Prof. J.C. Ritchie, Department of Botany. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

**Toronto in Transition: Air Quality Concerns.**

*Friday, November 10*  
Prof. Danny Harvey, Department of Geography; subterranean series. 2125 Sidney Smith Hall. 2 p.m. (Geography)

**Aerobiological and Biotechnological Aspects of Pollen Specific Proteins.**

*Friday, November 10*  
Prof. Shiam Mohapatra, University of Manitoba. 149 Earth Sciences Centre. 2:15 p.m. (Botany)

**The Historical Centres of Latin America.**

*Monday, November 13*  
Jorge Hardoy, IIED-International Institute for Environmental Development, Buenos Aires. 202 Galbraith Building. 2 to 4 p.m. (Urban & Community Studies)

**Films**

**Inns Fall Film Program.**

*Thursday, November 2*  
The Body in Film: Films by Stan Brakhage.

*Thursday, November 9*  
The Body in Film: Andrew Noren's The Adventures of the Exquisite Corpse, part 4. Innis College Town Hall 7 p.m. Tickets \$3. Information: 978-7790.

**Videos of Strehler Productions.**

*Tuesday, November 7 and Thursday, November 9*  
Videos of Italian director Giorgio Strehler's productions. UC Playhouse, 79A St. George St. Tuesday, 7 p.m.; Thursday, 2 p.m. Confirm screenings: 978-8099.

**Music**

**ROYAL CONSERVATORY OF MUSIC**

**Noon Hour Series.**

*Wednesday, November 1*  
Dianne Aitken, flute and Susan Hamblin, piano. Concert Hall. 12:15 p.m.

**Young Artists Series.**

*Wednesday, November 1*  
Peter Longworth, piano. Concert Hall. 8 p.m.

**Chamber Concert Series.**

*Wednesday, November 8*  
Royal Conservatory Orchestra; James McKay, conductor. Concert Hall. 8 p.m.

**Twilight Series.**

*Thursday, November 9*  
Harcus Hennigar, French horn and Lydia Adams, piano. Concert Hall. 5:15 p.m. Tickets \$2, students and seniors \$1.

Information on all Conservatory concerts available from the publicity office, 978-3771.

**FACULTY OF MUSIC EDWARD JOHNSON BUILDING**

**Thursday Noon Series.**

*Thursday, November 2*  
The Arts and Generic Skills, lecture by Elizabeth Strauss, arts consultant.

*Thursday, November 9*  
Featuring performances by student chamber ensembles. Walter Hall. 12:10 p.m.

**U of T Chamber Orchestra.**

*Wednesday, November 8*  
David Zafer, conductor. Walter Hall. 8 p.m. Tickets \$4

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

**SCARBOROUGH COLLEGE**

**Sunday Serenade.**

*Sunday, November 5*  
Featuring the Historical Performance Ensembles. Meeting Place. 3 p.m. Information: 284-3243.

**AMICI**

*Friday, November 10*  
Amici, ensemble-in-residence at the Faculty of Music, with Judy Loman, harp and Jean Stilwell, mezzo-soprano. Also appearing: Steven Dann, viola and Nora Shulman, flute. Walter Hall, Edward Johnson Building. 8 p.m. Subscription series \$40, students and seniors \$25. Single tickets \$15, students and seniors \$10. Information: 538-6153.

**Exhibitions**

**SCARBOROUGH COLLEGE**

**A.P. Coleman.**

*To November 3*  
Watercolours from the Royal Ontario Museum.

**Contemporary Art in Scarborough 2.**

*November 13 to December 10*  
Alison Brannen, Tracey Bowen, Tasse Geldart, Clarissa Lewis and Vivian Pallandi in association with Arts Scarborough. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

**VICTORIA COLLEGE**

**Manuscripts and Works of Northrop Frye.**

*To November 6*  
Selected items from the Northrop Frye Collection including manuscripts, printers' proofs, addresses, articles, first editions and translations. E.J. Pratt Library. Hours: Monday to Thursday, 8:45 a.m. to 12 midnight; Friday, 8:45 to 6 p.m.; Saturday, 12 noon to 5 p.m.; Sunday, 1 to 10 p.m.

**SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE**

**Paris Opera of Carlos Ott.**

*To November 9*  
In celebration of the bicenten-

nial of the French Revolution. The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

**JUSTINA M. BARNICKE GALLERY, HART HOUSE**

*To November 9*  
OS, the love darts of the slug. Rae Anderson. East Gallery.

**Christine Fagan.**

New paintings. West Gallery. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday to Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 1 to 4 p.m.

**ROBARTS LIBRARY**

**100 Years of Hungarians in Canada.**

*November 2 to November 30*  
Photographs, archival and historical documents; co-sponsored by the Alberta Cultural Heritage Foundation, the Edmonton Cultural Society and the Hungarian Research Institute. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. (Public & Community Relations)

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**OYSTER NIGHT**

**Friday, November 24, 1989**

**Reception**

Main Lounge: 6:30 p.m.

Oyster Buffet

Main Dining Room: 7:30 p.m.-9:30 p.m.

Fish Chowder  
Salad Bar  
Fresh Oysters in Half Shell  
Oysters Rockefeller  
Oysters Casino  
Dessert Table  
Cheese Tray

Dancing: 10 p.m.-Midnight  
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## Events

### Meetings & Conferences

#### Subsidies In the United States.

*Wednesday, November 1*  
A research conference to be held in conference room B&C, Sheraton Centre. Morning session.  
Panel: Setting the Agenda: Canada and US Subsidies, Alan M. Rugman, Ontario Centre for International Business; Michael Hart, Carleton University and University of Ottawa; and Peter Moric, University of Maine. 9 a.m.  
Subsidies in US Federal and State Programs, James McNiven and David Stuewe,

Dalhousie University. 10:30 a.m.  
A Framework for the Analysis of US Subsidies, Andrew Anderson and Alan Rugman, Ontario Centre for International Business. 11:15.

Afternoon session.  
Strategic Implications for Canada of US Subsidies, Robert McLean and Bruce Fountain, Woods Gordon. 2 p.m.  
Panel: Can Canada Succeed in the Subsidy Negotiations? Gary Hufbauer, Georgetown University; Murray Smith, Institute for Research on

Public Policy, Ottawa; Earl Fry, Brigham Young University; and Charles Colgan, University of Southern Maine. 3 p.m.  
Registration fee: \$175, academics \$95.  
Information: 978-2451.  
(Ontario Centre for International Business, U of T and Centre for International Business Studies, Dalhousie University)

**Academic Board.**  
*Thursday, November 2*  
Council Chamber, Simcoe Hall. 4:15 p.m.

### Miscellany

#### The Liberals: Where Must They Go if They Are Not to Become a Minority Party in the 1990s?

*Monday, October 30*  
Hershel Ezrin, The Molson Companies Ltd.; Canadian public policy workshop series. 3050 Sidney Smith Hall. 4 to 6 p.m.  
(Political Science)

#### Book Sale.

*Monday, October 30 to Friday, November 3*  
Fine Art Library, 6032B Sidney Smith Hall. 10 a.m. to 5 p.m.  
(Fine Art)

#### Audio-Visual Presentation.

*Monday, October 30*  
Heinz-Otto Peitgen, co-author and co-editor of *The Beauty of Fractals* and *The Science of Fractal Images*. Walter Hall, Edward Johnson Building. 6 p.m.  
(Bookstore, Springer Verlag and Apple Canada)

#### Pulp & Paper Centre Research Day.

*Tuesday, October 31*  
Presentations of research projects by students and staff. 9:15 a.m.  
Poster session by students and staff. 11:15 a.m.  
Presentations of company activities and interests by industry members. 1:15 p.m.  
Croft Chapter House.

#### Installation of Scarborough Principal.

*Wednesday, November 1*  
Installation of Prof. R. Paul Thompson as seventh principal of Scarborough College. Meeting Place, Scarborough College. 3:30 p.m.

#### Multiculturalism, Aging and Seniors: Independence, Access, Participation.

*Saturday, November 4*  
A open forum. Panel: Multiculturalism, Aging and Seniors: Reports and Recommendations. 9:45 to 10:30 a.m.  
Panel: Responding to Seniors' Needs: Implementation. 11 a.m. to 12 noon.  
Speaker: Jean Woodsworth,



Illustration of fractals. See "Audio-Visual Presentation," Miscellany

Ontario Division of Canadian Pensioners' Concerned, on Services, Organizations and Action. 1 to 1:30 p.m.  
Workshops: housing; health; income and income security; quality of life; education. 1:30 to 3:30 p.m.  
Concluding plenary session. 3:30 to 4:15 p.m. Faculty of Education, 371 Bloor St. W. (Faculty of Education)

#### University College Book Sale.

*Saturday, November 4; Monday, November 6; Tuesday, November 7; and Wednesday, November 8.*  
New and used books, rare books, "treasures." West Hall, University College.  
Hours: Saturday and Tuesday, 10 a.m. to 6 p.m.; Monday, 10 a.m. to 7 p.m.; Wednesday, 10 a.m. to 2 p.m.  
(UCAA)

#### Monte Carlo Night.

*Saturday, November 4*  
Blackjack, Crown & Anchor, etc. Admission free; 50 cents a wager. Innis College Pub. 8:30 p.m.  
Information: Audrey Perry, 978-4332 or Jim Shedden, 978-7790.  
(Innis)

#### Leaders and Followers: A Summing Up.

*Monday, November 6*  
Prof. Em. Paul Fox, Department of Political Science; Canadian public policy workshop series. 3050 Sidney Smith Hall. 4 to 6 p.m.  
(Political Science)

#### Service of Remembrance.

*Friday, November 10*  
Soldiers' Tower. 10:40 a.m.  
(UTAA)

#### Local Risk-Free Assets and Exchange Rate Risk in International Diversification.

*Friday, November 10*  
Profs. T. Chamberlain, S. Cheung and C. Kwan, McMaster University; capital markets workshop series. Faculty of Management, Room 722, 246 Bloor St. W. 2 p.m.  
(Management)

#### Meech Lake after the Quebec Election: A Perspective.

*Monday, November 13*  
Graham Fraser, author and journalist; Canadian public policy workshop series. 3050 Sidney Smith Hall. 4 to 6 p.m.  
(Political Science)

#### Art Show and Sale.

*Monday, November 13 to Thursday, November 16*  
Preview and official opening, Monday, 7:30 p.m. West Hall, University College.  
Hours: Tuesday and Wednesday, 12 noon to 7:30 p.m.; Thursday, 12 noon to 3 p.m.  
(UTWA)

# Search committees

## Dean, Faculty of Music

IN ACCORDANCE with the Haist Rules, President George Connell has appointed a committee to recommend a successor to Dean Carl Morey, whose term of office ends on June 30. Members are: Professor Joan Foley, vice-president and provost (*chair*); Professors Stephen Chenette, David Elliott, Lothar Klein and M.A. Parker, Faculty of Music; P.W. Gooch, associate dean, Division I, School of Graduate Studies; and J.R. Warden, chair, Division of Humanities, Scarborough College; and Michael Albano, senior tutor, Liz Radzick, undergraduate student, C.W. Ross, graduate student and Susan Shatora, undergraduate student, Faculty of Music; Gwen Saterfield, Ontario Arts Council; and Stella Gamble, Office of the Vice-President & Provost (*secretary*).

The committee would welcome nominations and comments. These should be sent no later than *November 24* to Stella Gamble, Office of the Vice-President & Provost, room 225, Simcoe Hall.

## Dean, Faculty of Law

IN ACCORDANCE with the Haist Rules, President George Connell has appointed a committee to recommend a successor to Dean J. Robert S. Prichard, whose term of office ends on June 30. Members are: Professor J.E. Foley, vice-president and provost (*chair*); Professors J.B. Dunlop, M.L. Friedland, J.R. Phillips, D.G. Reaume and K.E. Swinton, Faculty of Law; J. H. Dirks, dean, Faculty of Medicine; Paul Perron, Department of French (representing the dean of the School of Graduate Studies); and Peter Russell, Department

of Political Science; and Neil Milton, undergraduate student, Melinda Taylor, undergraduate student and Andrea Rowe, graduate student, Faculty of Law; R.A. Donaldson, Q.C., Blake, Cassels & Graydon; and Jeanne O'Sullivan, Office of the Vice-President & Provost (*secretary*).

The committee invites nominations and advice. These should be sent no later than *November 23* to Jeanne O'Sullivan, Office of the Vice-President & Provost, room 225, Simcoe Hall.

## Dean, Faculty of Library & Information Science

IN ACCORDANCE with the Haist Rules, President George Connell has appointed a committee to recommend a successor to Dean Ann Schabas, whose term of office ends June 30. Members are: Professor J.E. Foley, vice-president and provost (*chair*); Professors Ethel Auster, R.B. Land, C.T. Meadow and J.P. Wilkinson, Faculty of Library & Information Science; D.G. Corneil, Department of Computer Science; Derek McCammond, associate dean, Division III, School of Graduate Studies; and R.N. Wolff, dean, Faculty of Management; and Ruth Watkins, MLS student and James Turner, PhD student, Faculty of Library & Information Science; Carole Moore, chief librarian, University of Toronto Library; and Jeanne O'Sullivan, Office of the Vice-President & Provost (*secretary*).

The committee invites nominations and advice. These should be sent no later than *November 23* to Jeanne O'Sullivan, Office of the Vice-President & Provost, room 225, Simcoe Hall.

## Positions Elsewhere

Notice of the following vacancies has been received by the Office of the President.

#### Brock University

**Vice-President, Academic**  
Applications should be sent by *November 1* to: Mr. P. Beard, Secretary to the University, Brock University, St. Catharines, Ont. L2S 3A1

#### University of Calgary

**Dean, Faculty of General Studies**  
Applications and nominations should be sent by *November 30* to: Dr. J.D.

Calkin, Associate Vice-President (Academic), University of Calgary, 2500 University Drive N.W., Calgary, Alta. T2N 1N4

#### Simon Fraser University

**Provost and Vice-President Academic**  
Applications should be sent as soon as possible to: William G. Saywell, President, Simon Fraser University, Burnaby, BC V5A 1S6

#### University of Florida at Gainesville

**Vice-President for**

**Administrative Affairs**  
Applications should be sent by *November 17* to: Dr. Robert G. Garrigues, Chair, Search Committee, Box J-14, University of Florida, Gainesville, FL 32611

**Pennsylvania State University**  
**Vice-President for Continuing Education**  
Applications should be sent to: Dr. J.D. Hammond, Chair, Vice-President for Continuing Education Search Committee, 201 Old Main, Box AAU, University Park, PA 16802

## Recommended dining

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Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs — the service is efficient and polite no matter which you choose. Five course dinners present a selection of *sukiyaki*, *teriyaki*, *shabu shabu*, or *yosenabe* as the main course. The latter is prepared in a wok right at your table and consists of seafoods, vegetables and tasty seaweed. The main course is accompanied by soup, sunomo salad (octopus, cucumber and shrimp), tempura, rice, dessert, and tea. AmEx, Chgx. ★ ★ ★ ★

Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Sun. 5-10 p.m.

## WHAT IS NLP?

...the study of human subjective experience.  
...about people and for people.  
...about how the human brain works.  
...how people think, learn, and motivate themselves.  
...a model of competent, charismatic communication.  
...a how-to process to guide personal change.

**The NLP Institute of Ontario**  
**977-7810**



# Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

## Grant Applications Administered by U of T

Please use the most recent application forms for the appropriate agency program; old forms may not be accepted. Forms are available from ORA and the research office of the Faculty of Medicine.

All the necessary signatures must be obtained prior to bringing the application to ORA. Signature requirements may include chair/director, dean, hospital executive officer, college principal, co-investigator, computer approval (Faculty of Medicine) and others. Consult the ORA booklet Information: Research Policies and Procedures, which is available from departmental assistants and the research office of the Faculty of Medicine.

New applications from the health and pure and applied sciences with a value of \$200,000 or more per annum, and from the humanities and social sciences with a value of \$100,000 or more per annum require a "resources implications brief" signed by the appropriate dean and/or principal. This letter must accompany the application when it is submitted to ORA. Information on the content of the brief may be found in the ORA information booklet. The review procedure for these large applications is more detailed and the turnaround time for signature will be longer than for other submissions.

Many agencies have made substantial policy changes in application documentation

for research involving human subjects, vertebrate animals and biohazardous material, please read agency guidelines carefully. ORA 2, 10, 4 and animal protocol forms, which are internal University documents, are not acceptable as confirmation of approval. ORA will supply a statement (upon request) for agency purposes at the time of application.

Please bring to ORA the original application for University signature plus one copy for University retention. Clipped to the copy should be a completed ORA 5 plus, where applicable, ORA 2 (animals), ORA 3 or 7 (humans) or ORA 10 (biohazards). Also attach to your application a telephone number where you can be reached for notification of pickup.

Individual departmental or faculty conditions regarding applications should be accommodated before submission to ORA. Except for NSERC applications, which should be submitted according to the internal department dates, all applications are reviewed on a first-come, first-served basis. Because of the volume of applications received during the major fall deadline period, additional time should be allowed for processing and no appointments for review and signature will be accepted.

For questions on: NSERC and SSHRC, contact Liz May; MRC, contact Susan Haggis.

**Canadian Fitness & Lifestyle Research Institute** Applications are invited for support of research concerning physical activity and fitness. The institute will consider applications in the fol-

lowing broad areas: biological and physical science; social and behavioural science; user community research orientation.

Guidelines for submission and application forms are available from ORA. Deadline is December 15.

## Imperial Oil Limited

Imperial Oil Limited supports research in areas of interest to their petroleum, petrochemical and energy resource development businesses. Grants are made to full-time faculty members for specific research projects carried out by university students under their direction. Individual grants are in units having a maximum value of \$10,000 each. Grants are made for one year and may be renewed. Deadline is December 1.

## The Institute for Chemical Science & Technology

ICST invites preliminary research proposals for projects involving one to three person years of effort per year for a period of from one to three years. Funding may include provision of equipment and chemicals. Further details are available from ORA. Deadline is December 1.

**Medical Research Council** Investigators are reminded that the appropriate approval forms for use of human subjects (MRC 33), biohazards certification (MRC 34) and use of animals (MRC 35) must be completed and signed by the applicant(s) before obtaining the institutional signature. ORA will sign the appropriate form on behalf of U of T.

Investigators who submitted conditional approvals at the Sept. 15 competition are reminded that the full approvals must be received by MRC by November 14.

## Muscular Dystrophy Association of Canada

The association has issued revised application forms (MDAC RES 4004 400/89) for the 1990-91 research grants competition. Applications will not be accepted on old forms. Deadline is November 15.

## National Cancer Institute of Canada

All individuals named as applicants or co-applicants for research grants must have received a commitment for salary support for the period covered by the research grants. Post-doctoral fellows are not eligible to be applicants or co-applicants regardless of the nature of their doctoral degree. It is expected that applicants will hold a position at least equivalent to the rank of assistant professor.

## National Research Council of Canada

Research associations are available to promising scientists and engineers to work on challenging research problems in fields of interest to NRC. The awards are tenable only in NRC laboratories, and the initial appointment will be for a two-year term and may be renewed. As a guide, the current annual PhD recruiting rate is \$36,233. Deadline is November 30.

## Ontario Ministry of Health

The ministry has announced a restriction in the number of awards available to the career scientist program (open competition) for 1990-91. Only two or three new awards will be made province-wide.

U of T is required to select applications internally and only the strongest candidates may be put forward. This procedure will require screening within divisions and interested investigators should contact their chair/dean to ascertain internal review procedures and deadlines.

The vice-provost (health sciences) has established a November 15 internal deadline for receipt of applications in divisional offices.

## SSHRC, NSERC, MRC

All three councils are prepared to support interdisciplinary research projects which overlap individual jurisdiction. For submissions in excess of \$50,000 a year, a joint funding mechanism exists. Applicants should send a letter of intent to the councils concerned. They should then use the program (forms, procedures, deadline dates) of the lead agency, selected in line with the dominant discipline of the research program.

A covering letter should say why the proposal is inter-council and suggest percentages of support. The principal

investigator must hold an academic appointment at a Canadian university for a least a year following acceptance of a grant.

## Upcoming Deadline Dates

Alzheimer Society of Canada — training awards, career support and research grants: November 15.

Canadian Fitness & Lifestyle Research Institute — research grants: December 15 (please note change).

Canadian Foundation for Ileitis & Colitis — clinical research fellowships: October 31 (please note change).

Canadian Liver Foundation — research grants: November 1.

Canadian Lung Association/Canadian Nurses' Respiratory Society/Canadian Physiotherapy Cardio-Respiratory Society — research grants and fellowships: November 1.

Energy, Mines & Resources — research agreements: November 15.

Ford Foundation — research grants: November 15.

Hannah Institute for History of Medicine — fellowships, scholarships, research grants: November 1.

Health & Welfare Canada, National Welfare Division — seniors independence program research training: November 15; strengthening community health services critical review: November 21.

Heart & Stroke Foundation of Canada (formerly Canadian Heart Foundation) — junior personnel awards: November 15.

Hereditary Disease Foundation — research grants: November 1.

Imperial Oil Ltd. — research grants: December 1.

Institute for Chemical Sciences & Technology — preliminary proposal: December 1.

Institute for Prevention of Child Abuse — research grants (stage 2): December 15.

Kidney Foundation of Canada — new fellowship and nephrology scholarships: November 1.

Lady Davis Fellowship Trust — fellowships and professorships: November 30.

MRC — NHRDP/MRC joint development program in nursing (letters of intent):

October 31; operating (renewal), equipment, maintenance (renewal), program grants (new and renewal full application), MRC scientists: November 1.

Muscular Dystrophy Association of Canada — research grants: November 15.

NARSAD — young investigator awards: November 1.

National Cancer Institute of Canada — Terry Fox equipment for new investigators; research grants; equipment; cancer research units: November 15.

National Institute of Nutrition — research grants, personnel awards: November 1.

National Research Council of Canada — research associateships: November 30.

NSERC — JSPS post-doctoral fellowships for foreign researchers: October 31; collaborative special project and program grants; conference; equipment and major equipment; infrastructure; operating (other than first-time applicants); scientific publication grants; university research fellowships: November 1.

Ontario Mental Health Foundation — personnel awards; conference; publication program: November 30.

Ontario Ministry of Health — research and information projects: November 1; career scientists (open competition); receipt of applications at divisional offices, November 15.

Osteoporosis Society of Canada — new research grants: November 1.

PMAC Health Research Foundation — pharmacy graduate scholarship: November 1.

Physicians' Services Inc. — research grants: November 24.

Sandoz Foundation — (gerontology) research grants: November 1.

SSHRC — Research Communication & International Relations Division — aid to occasional scholarly conferences in Canada; travel grants for international representation (for travel occurring after April 15): October 30.

U of T, Humanities & Social Sciences Committee of the Research Board — grants-in-aid; research grants: November 1.

## PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

## Thursday, November 9

André-Nicholas Simon Vellino, Department of Philosophy, "The Complexity of Automated Reasoning." Prof. A.I.F. Urquhart.

## Friday, November 10

Richard Ambrose Kidd, Department of Education, "An investigation of the Stress-Focus Relation in the Spoken Discourse of Mature Learners of English." Prof. J.P. Allen.

## Friday, November 10

James Paul Masschaele, Centre for Medieval Studies, "A Regional Economy in Medieval England." Prof. J.A. Raftis.

Anne Marie Miraglia, Department of French Language & Literature, "L'Ecriture de l'Autre chez Jacques Poulin." Prof. P. Hebert.

## Tuesday, November 14

Hazel Jane Margaret Everett, Department of Computer Science, "Visibility Graph Recognition." Prof. D.G. Corneil.

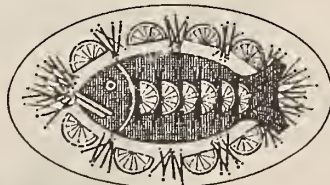


# Gallery Club

PROUDLY PRESENTS

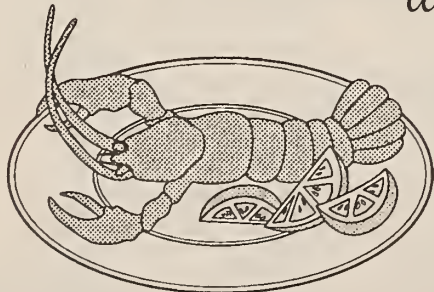
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MONDAYS open for group bookings of twenty or more Tuesday - Friday 5:30 p.m. - 7:30 p.m. Reservations call 978-2445

LUNCHEON BUFFET RESUMES NOVEMBER 1, MONDAY TO FRIDAY

## SENIOR RESEARCH OFFICERS (31,770 - 37,376 - 42,982)

The Research Office of the Faculty of Social Work requires two Senior Research Officers to serve as research methods consultants to faculty, students and external service organizations associated with the faculty.

Requirements include an advanced degree in the Health or Social Sciences, knowledge of research design including analytic and experimental research methods, and expertise in statistical methods and computer software associated with these designs.

The positions are one-year term appointments with possibility of renewal. Qualified candidates are invited to apply by sending a detailed resume to: Clara Mione, Human Resources Department, 215 Huron St., Toronto, Ontario M5S 1A1.



# Classified

A classified ad costs \$10 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Nancy Bush, Department of Communications, 45 Willcocks St., Toronto, Ontario M5S 1C7. Ads will not be accepted over the phone.

## Accommodation Rentals Available — Metro & Area

**Bloor/U of T.** Luxury studio apartments in renovated Victorian house. Laundry facilities, parking. Could be totally equipped including microwave, china, dishes, linens, TV, etc. Immediate. Call 971-6094 or leave message.

**Annex — 2 bedrooms (renovated),** 3 appliances, separate kitchen, dining- and living-rooms. Hardwood floors, fireplace, walk to U of T. 967-1756.

**Brunswick/Sussex.** Fully furnished, equipped (6 appliances) upper duplex, 1½ baths (bidet en suite), cable, 2 bedrooms; quiet, charming Victorian house, 5 minutes to University. Lease 1 or 2 years, references, non-smokers. \$1,390 inclusive. Available immediately. 964-7270.

**High Park opulent 2-bedroom** apartment on main floor of Victorian home. Hardwood floors, beamed ceiling, wainscoting, French doors, fireplace. Brand new bathroom and kitchen including dishwasher, sun-deck leading to yard with brick barbeque and garage. Laundry, steps to park and subway. \$1,450. Call 762-6083.

Approximately 30 minutes to U of T campus. Detached three-bedroom house, fireplace, all appliances, front garage with double drive, swimming pool with huge fruit-treed backyard, walking distance to shopping, schools and transit. \$950. Call 678-2704.

**High Park newly renovated large** 3-bedroom on second floor of Victorian home. Fully self-contained, private deck, hardwood floors, fireplace, dishwasher, parking, laundry. Half block from park and steps to subway. \$1,390. Call 762-6083.

**Annex, Bloor/Spadina.** Close to TTC, U of T, and hospitals. Luxury one-bedroom apartment, furnished, sun-deck. Laundry, parking, in a beautiful park setting. Available November 1. \$895 inclusive. Call 467-9696.

**Sussex/Brunswick/Harbord.** From December 1 to April, \$1,295 inclusive (somewhat flexible). Main-floor duplex; quiet, comfy, beautifully furnished, fully equipped (bikes, Rosenthal, Cuisinart, Chippendale to Roualt!). Fireplace, 6 appliances. 1 bedroom, small study, studio, private back garden. Non-smoker(s). Pet welcome. References. 964-7270.

**College/Huron.** Luxury one-bedroom in Victorian house. Jacuzzi, hardwood floors, deck, laundry facilities, parking. Available December 1. \$940 + hydro. Phone 979-0967.

**Sabbatical rental spring term.** 3-bedroom semi-detached house available January 1 to June 30, 1990 (end date flexible). East Toronto, north of Beaches, near subway. \$1,200 per month including utilities. 698-0313.

**Avenue Rd./St. Clair.** Elegant 2-bedroom penthouse condo facing south and west, fireplace, very well appointed. Unfurnished \$1,400. 1 parking space. 960-1121.

**Furnished family house** near downtown on Bain Ave. in Riverdale area, 3 miles to U of T, great access to TTC, 3 bedrooms, 3 baths, decks, garage, den, central air, available January through July. Ideal for sabbaticals. \$1,350 plus utilities. 978-5980 or 465-2741.

**Avenue Road/Lawrence.** Modern furnished 2-bedroom condo, sunny exposure. Bus/subway, pay TV, squash, indoor parking, TV loft, fireplace. No pets or children. Professor preferred. January to April, negotiable. \$1,500/month. 782-9615.

**5-bedroom furnished house** near High Park and TTC, available for 6 or 7 months from January 1. \$1,500/month including heat. Phone 537-4772 or 978-4106.

**Bloor/Jane.** Walk to subway. From December 15 for 2 years. Entire house: \$1,600 + utilities OR 2 bedrooms, patio, fireplace, sun-room: \$1,200 + utilities. 2 bedrooms, basement: \$700 + utilities. Appliances, laundry. 766-1546.

**Broadview/Danforth.** 2-bedroom, 2-storey house. 5 appliances including washer/dryer. Hardwood floors, permit parking. \$1,200 per month + utilities. Available November 15. 654-4038.

**Two-bedroom apartment.** 2 levels of modern 4-storey house, across from Broadview subway. Carpeting, sole use of yard, 2 parking spaces, own entrance, washer. Owner can leave furniture. Available December 1 for \$900 + utilities. 463-2390.

**One-bedroom apartment.** Carpeting, unfurnished, 5-minute walk to Broadview subway, coin laundry in basement. Available November 1 for \$630, utilities included. 463-2390.

**Bloor & Spadina,** beautiful Willcocks St. 1-bedroom fully furnished apartment. Fireplace, deck, garden, parking. \$1,500 per month. Call after November 3, 928-1479.

**Newly renovated house** for rent in the Annex — 382 Brunswick Ave. Beautifully furnished, 3 bedrooms plus family room. Fabulous large master with Jacuzzi & steam unit. 3-car parking. Steps to Bloor & Spadina. Non-smokers and no pets. Available January to end of April, \$2,250 per month. Call Helen Goldstein, 925-7070 (home) or 489-4333 (business).

**Bloor/U of T.** Spacious apartment, 3 bedrooms + den, November 15 or ASAP for 1 or 2 years. Furnished, with baby grand piano. One parking space. \$2,500/month with heating. References, non-smokers. 923-6001 or leave message.

**Spacious unfurnished apartment** for rent, Polo 2, Bay and Wellesley. One bedroom, den, underground parking, recreational facilities. Available November 1, \$1,150. Phone 792-0856 (9-6).

**House for rent:** Dundas/Dovercourt area. Renovated Victorian 3-bedroom. Immaculate. 5 appliances. Huge new kitchen & backyard deck. Safe neighbourhood. Available now. \$1,325 + utilities. Call 340-3084 or 769-9819.

95 Prince Arthur. Luxury 1-bedroom apartment facing north, furnished, parking, steps to subway and campus. 925-9139.

**St. Clair/Oakwood —** Flats to rent. 3- or 4-bedroom, 2nd & 3rd floors, 2 bathrooms, hardwood floors, \$1,465 inclusive. AND 1-bedroom, main-floor, carpeting, parking, \$865 inclusive. Call 480-2962 or 653-6544.

**St. Clair/Christie.** Bright upper duplex, 2 bedrooms, study, dining area, fireplace, new bathroom, broadloom, 2 minutes from TTC. Parking available on street. Available November 1. \$1,150 + hydro. Please call 656-1076 or 651-3607.

**Sublet in quiet house.** December 1 — July 1. Bright bachelor apartment with big kitchen. Walk-out deck, garden with small garden house. Fully furnished including TV, dishwasher, shared telephone. Bloor/Bathurst area. \$750 monthly. 533-0500.

**St. Clair/Christie:** house for rent for 1 year from January 1. Steps to shopping, TTC. 2½ storeys, 4 bedrooms, older house with modern kitchen/bathroom, air conditioning, 2 fireplaces, garden, full basement, 2-car parking. Could rent fully or partially furnished. \$1,500/month + utilities. 658-4780 (h); 941-6726 (w).

**Brunswick/Harbord.** Five minutes to U of T. 3 floors of bright renovated Victorian house. Clean & quiet. Parking, 2 decks, Jacuzzi, 4 bedrooms, hardwood floors. Enclosed backyard. Includes dishwasher. Available immediately. \$1,575 + utilities. 922-4472/922-4401.

**2½ bedroom upper,** large, newly renovated, appliances, loft, fireplace, close to TTC, carpets, blinds, must see. St. Clair & Bathurst. \$1,100/month. 658-1517.

**Beautiful Victorian renovated** 1-bedroom apartment. Blinds, Jacuzzi, ceiling fans, parking. Quiet residential street, on TTC. Call 920-1437 or 486-8648 after 6 p.m.

**Forest Hill apartment** for lease — luxury, furnished. 1 year beginning January 1, 1990. Renovated building, near subway, security, laundry facilities, parking underground. Two bedrooms, living-room, dining-room, kitchen, bathroom, balcony, air conditioning. Call 787-8150.

**Bloor West Village, Bloor/Runnymede.** Totally renovated two-bedroom bungalow with finished basement, two full baths, new kitchen, private driveway and garage, attractive patio and yard. Close to all amenities. Available November. \$1,300 per month. Call 762-3326 after 6 p.m.

## Accommodation Rentals Required

**Apartment or house needed** from January 1 (or late December) by professor moving from U.K. to U of T, with wife and three children. Faculty of Music, 978-3761.

**Furnished 2- to 3-bedroom** apartment (or house) required for non-smoking professional couple, January 1 — April 15. Close to downtown campus or on subway line. Call 978-5633.

## Accommodation Shared

**IYonge & Carlton.** Single female, one bedroom plus private bathroom, next to subway and streetcars. \$600 per month, available immediately. Reference needed. 593-1488 or leave message.

**Immediately — Bathurst & College.** Large 2-bedroom flat to share with nurse. Large kitchen, 2 bedrooms, bath & study on 2nd floor. Stairs to spacious loft with patio doors to roof deck. Includes 1 parking space in garage. Non-smoker. Call Phyllis 969-9026.

**Danforth and Broadview.** Professor or mature professional to share renovated house. TTC 15 minutes to U of T. Entire third floor: 2 rooms unfurnished, skylights, minibar, air-conditioned. House has all appliances, fireplace, yard. Street parking. Non-smoking, pet-free, organized, quiet. \$650. Maid & utilities included. Available immediately. Call Ken Shepard, Ph.D. 463-0423.

**Young female professional** has beautifully renovated downtown house to share. Large bedroom has glass doors to deck. Spacious, with pine floors, skylights, stained glass, luxury bathroom, dishwasher, security, etc. On TTC line. \$550/month + utilities. 363-9381 ext. 472, 367-1739.

**Annex —** quiet non-smoker to share with female professional. Bright charming house, laundry, parking, fireplace, hardwood. No pets. Quiet street near Bathurst/Bloor. Available now through spring. \$500 +. Some flexibility on time frame and rent. 588-6797.

**Dundas & Sherbourne.** To share — spacious 2-bedroom lower duplex on 2 levels. 1½ bathrooms, 5 appliances. Available immediately. Non-smoker preferred. \$497 +. Call Joanne 598-6703 or (evenings) 860-1696.

## Accommodation Out of Town

**Collingwood.** New one-bedroom furnished condominium available. Near Blue Mountain in year-round recreational setting. Three appliances, fireplace, broadloom. Rent dependent on length of lease (annual preferred). References required. Phone 447-1374 after 6 p.m. or leave message.

## Accommodation Overseas

**Central Amsterdam.** 2-storey flat circa 1900, balcony, 1 double bedroom, 1 single, 1 lavatory, 1 full bath. Furnished with antiques. Washing machine. No dogs or small children. Open to exchange, including automobile, with downtown Toronto apartment. Baker-Smith, Van Breestraat, 99, 1071 ZJ Amsterdam, phone 31-20-71-82-55. Available August — December 1990.

## Accommodation Exchange

**Exchange offered.** Five-bedroom home in Pickering, three bathrooms, 2 cars, available to visiting faculty or staff on exchange basis. Non-smokers without pets preferred. Well-behaved children welcome. Time flexible. For further details call D. Cowman at (416) 839-9700.

**Responsible mature male** seeks a house-sitting opportunity in exchange for caretaking duties, including care of plants, pets, etc. I'm a serious writer seeking to free up a few months' time to devote to current projects. References available. Steven 323-0234.

## Accommodation Bed & Breakfast

**Rusholme Road Bed & Breakfast.** Need accommodation for out-of-town guests/speakers? Consider Bed & Breakfast. Modest downtown accommodation on pleasant street at reasonable rates. Single \$35, double \$45. Reservations: 536-7804, Connie.

**Bed & Breakfast** in our restored home minutes to U of T. Rates from \$45 daily. Ashleigh Heritage Home. 535-4000.

## Houses & Properties for Sale

**This little piggy went to market ...** and the theatre and Harbourfront. While everyone else was huffing and puffing on the expressway, he was enjoying the deck and fireplace in his downtown brick town home with three bedrooms, garage, six appliances, central vac and beautiful modern kitchen. Smart little pig, too! It's only \$269,900! For the rest of the story, call Bert MacBain, Terry Martel Real Estate Ltd., 968-9000.

**Millbrook century home.** 75 miles from U of T, 2-storey red brick classic, historical designation, 2 bedrooms, 1½ bathrooms, open plan, oak floors, new cedar roof, 1940 sq. ft. \$177,000 firm, (705) 932-5409.

## Vacation/Leisure

**BACKPACK CANADA & UNITED STATES, MEXICO & PERU.** Adventurous backpacking treks through the Ocala National Forest in Florida, in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the Appalachians during the autumn colour season, hut hopping in the White Mountains of New Hampshire, the Andes Mountains of Peru, the Chilkoot Trail in the Yukon and the Copper Canyon (Barranca del Cobre) in Mexico. We have some trips where we hike out daily from base camps in scenic backcountry areas. No experience is necessary. Request brochure. WILLARDS ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881.

## Secretarial and Word Processing

**ACADEMIC WORD PROCESSING** by U of T graduate. Nine years' experience typing university theses, books, articles, essays. State-of-the-art word processor provides professional results, beginning at \$2.00/page (double-spaced text page). St. George Street. 925-4967.

**Secretarial/Word Processing Service.** Resumes, essays, reports, correspondence, mailings, can be processed quickly and for an affordable price. Call CAMPBELL COMPUTING 755-9473.

**Professional word processing,** type-set quality laser-printed essays, manuscripts, theses. Free pick-up and delivery St. George campus. Scanning available. Oscar 239-7288.

**Typing services of all kinds —** resumes, essays, word processing, computer graphics (flyers, etc.), corporate logos, office correspondence. For fast and accurate services call FINAL-FORM at 856-3655.

**EXCELLENT WORD PROCESSING** services available. Fast and accurate processing for your reports, manuscripts and theses, etc. Dictaphone transcription. WordPerfect. Weekend service available. Free pick-up and delivery for large projects. Call Kathy at 269-5119.

**Word Processing Service —** HP Laserjet Printer. Fast, accurate and professional. Theses, manuscripts, reports, camera-ready copy, journals, resumes, newsletters, etc. Science, Engineering and Archaeological typing experience. BAY/BLOOR/YONGE AREA. 927-7300.

## Miscellaneous

**PASSPORT & VISA PHOTOS.** Located in Toronto General Hospital, 101 College St., 3rd floor, room 802. 2 B/W Polaroid — \$7.50 (incl. tax; cash only). Wednesday 11-1. No appointment required. 340-4084.

**Victoria B.C. Real Estate.** Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call collect (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

**IMPROVE YOUR WRITING.** Professional editor with extensive publishing experience will help with your paper, thesis, dissertation, or manuscript. Focus your thoughts, show you where to cut or to expand, clarify awkward sentence structure, etc. Free estimate. Elite Editorial Services. 927-8761.

**ACCENT NEED ADJUSTMENT?** Communication enhancement classes forming with "accent" on production and formation of the English sound system, English pronunciation and intonation patterns. Now in its 5th year. Over 600 satisfied graduates attest to its value. Groups of 6-8 participants. Personalized attention. Gandy Associates 767-6691.

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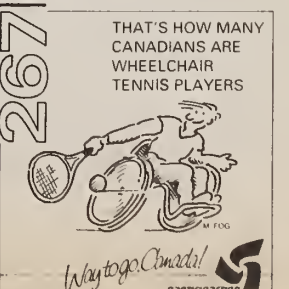
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# Freedom and fair copies in the information age

by Harald Bohne

SINCE THE passage in January of Bill C-60, the law to replace the old Canadian Copyright Act, educators and librarians have expressed concerns about the impact of the legislation on their work and on public access to information. Many of these concerns have arisen because of a lack of information and a general misunderstanding of the issues.

The 1924 act permitted reproduction of "less than a substantial portion of the work" or a more substantial part for "private study, research, criticism, review or newspaper summary." It protected the rights of the creator and provided remedies in keeping with the limited kinds of infringement possible at the time.

The old law came into force long before the advent of mechanical and electronic copying devices, when copying, if it were to happen at all, had to be carried out by hand or by making carbons. Since then, the proliferation of photocopy machines has made copying routine. A study by the Book & Periodical Development Council estimates that Canadian schools, colleges, universities and public libraries photocopy 3.4 billion pages a year, 1.2 billion from material in copyright.

Under the 1924 act, writers and publishers were not in a strong position to deal with these flagrant and wholesale infringements of their rights. The new law has addressed the need for appropriate protective measures in two ways: first, fines for summary convictions have been increased from \$10 to \$25,000 and, in the case of an indictable offence, to a maximum \$1 million or a jail term of up to five years. Second, the bill permits and even encourages the formation of collectives to act on behalf of writers and publishers and to represent their interests in negotiations with user groups.

Writers and publishers are of course anxious to facilitate the transfer of knowledge and to do so legally. To that end they have formed the Canadian Reprography Collective, called CanCopy in keeping with its commitment to accessible reproduction.

CanCopy recently opened a head office in Toronto and has appointed a national director. Its board of directors is equally representative of writers and publishers and includes poets, novelists, non-fiction writers, a visual artist and publishers of books, magazines and newspapers.

The collective provides easy legal public access to material in copyright by issuing blanket licences that entitle groups of users to copy legally within certain limits and guidelines. The licences guarantee payments to writers, illustrators and publishers for copies of their work. A government-appointed copyright board will ensure that the fee structure established by collectives is fair and reasonable and, through mediation, will help

resolve disputes over fees and the interpretation of licences.

CanCopy is now expanding its inventory of material in copyright by signing affiliation agreements with individual writers and publishers. At the same time, the collective has begun to negotiate licences with user groups, in particular the federal government and several provincial departments of education. These talks will lead eventually to blanket licensing agreements with these users. The CRC has chosen provincial governments as its primary targets because more than 50 percent of all reproduction of material in copyright takes place in the educational sector; the federal government is also a major user.

Users and the CRC itself benefit when CanCopy negotiates blanket agreements with senior levels of the provincial and federal governments rather than with individual boards of education, for example. Limiting the number of negotiating partners eases CanCopy's administrative burden and hastens the completion of licence agreements. It also reduces the fee per copy in the blanket licence; the more copies a single group makes, the lower the cost per page for

of the work used.

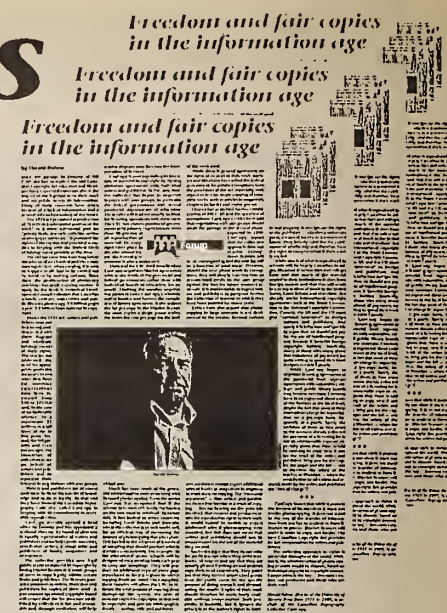
While there is general agreement on the rights of creators to their work, teachers and librarians have asked the federal government for certain exemptions from the provisions of the act, especially with regard to fees for single copying of complete works, such as articles in magazines, chapters in books and entire poems.

Ottawa has promised further consideration of Bill C-60 and the question of exemptions. CanCopy's critics have said that negotiations with user groups should await the passage of the second phase,

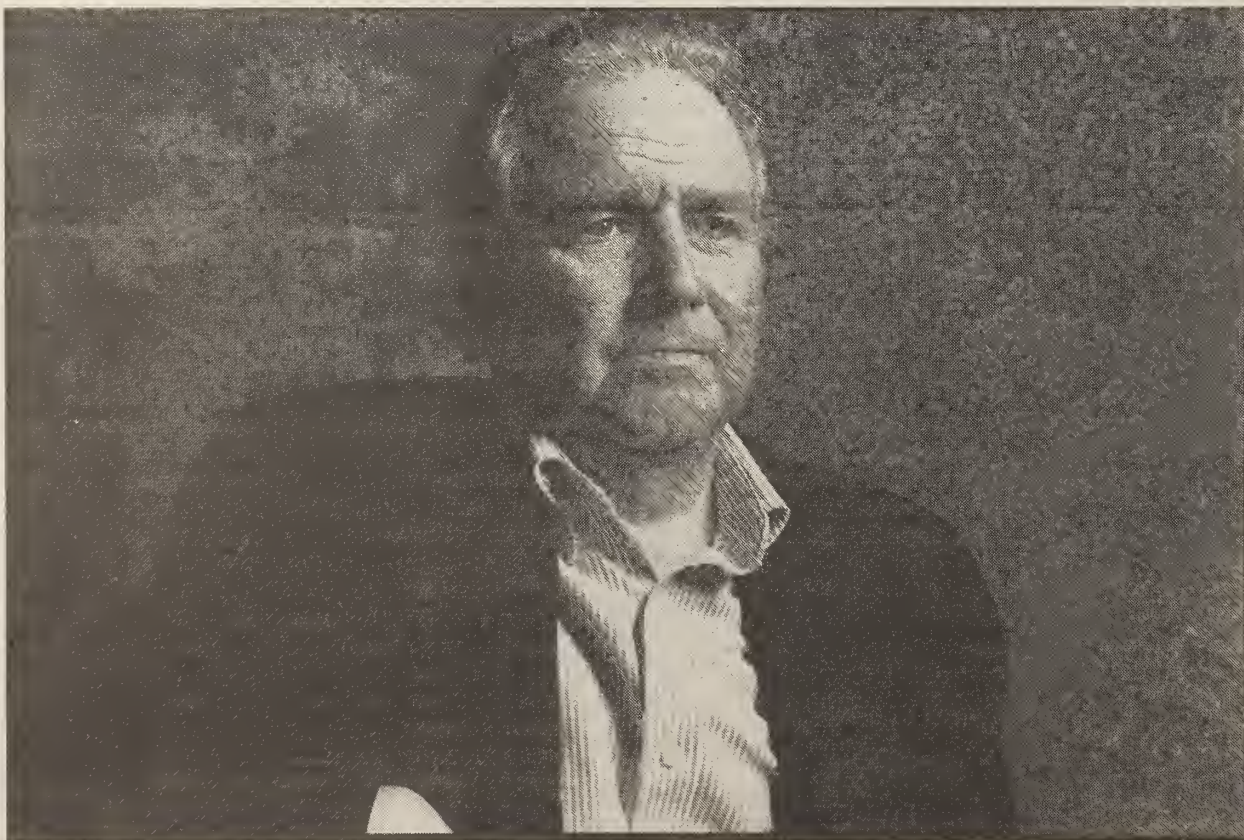
expected in 1990. CanCopy argues that the collective approach does not require exemptions; licences will

be all-encompassing and the unit fee will be a function of total usage. However, should the next phase result in exemptions, they will simply translate into an accumulated credit to the user group against the fees for future contract renewals. It is unreasonable to expect writers and publishers to postpone further the collection of income to which they have been entitled for many years.

Critics have also argued that photocopying in large amounts is not detrimental to the creator, because authors



Forum



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the individual user.

Much has been made of the potential administrative costs associated with licensed photocopying. From the outset CanCopy has recognized that if the scheme is to work efficiently the burden on the user must be minimal. To ensure this, it has looked to other countries, including Great Britain and Australia, where the collective approach works well, for an efficient way of measuring the amount of photocopying that takes place. This has led to the adoption of a method of sampling that should produce reliable statistics conveniently. For example, in the educational sector, schools will be designated on a rotating basis each year to carry out samplings. They will produce an additional copy of every page reproduced or keep a register in which copying details are noted. Once compiled, these samples will allow the CRC to estimate the total amount of copying done throughout the system, the ratio of material copied in copyright to that not in copyright and to gather bibliographic details — author, title and publisher —

and publishers cannot expect additional sales of books or magazines in response to restrictions on copying. The "economic argument" — that writers and publishers do not lose income as a result of copying — has no bearing on the principle involved: that creators and producers retain the reproduction rights to their work. It would indeed be foolish to expect additional sales if photocopying were curtailed, but this does not mean that writers and publishers should not be compensated for the use of the material they created.

Academics argue that they do not write for profit (except when they write textbooks, of course) and say that they are actually pleased if colleagues and students copy their work extensively. They point out that they receive salaries and grants from the public purse for the specific purpose of doing research and disseminating the results. Copies of their work should therefore be made freely available without compensation. Such generosity is laudable, but it ignores the principle of the author's rights in intel-

lectual property. It also ignores the rights of the publisher — whether a university press, a learned society or a commercial house. They heavily subsidize the publication of scholarship and therefore have the right to compensation if their work is copied.

While much of what is reproduced in schools will be largely Canadian in origin, librarians at universities and colleges have said that much of the material copied in their institutions derives from foreign sources and that this will result in a heavy outflow of funds to the United States, Great Britain and elsewhere. But already, under international copyright agreements such as the Berne Convention or the Universal Copyright Convention, Canada, the US and the UK must give "national treatment" to foreign authors and publishers. And surely it is fallacious and ignoble to argue that we should not pay for the use of intellectual property because it benefits foreign copyright holders. Ironically, many of those who worry about this imbalance of payments are quite willing to spend their book budgets outside Canada.

While CanCopy hopes to negotiate licensing agreements at the provincial level, separate agreements with universities, colleges and public library boards may become necessary. Concerns have been expressed about costs of the licences at the local level, despite the fact that most of these institutions charge for reproduction on a per-copy basis, frequently at a profit. Surely the addition of three or four cents to the amount already collected for payment of a licensing fee is not an unreasonable expense, especially given that there would be nothing to copy were it not for the work of the writer and publisher. Why pay for the copier, the paper and the ink — not to mention the salary of the teacher or librarian — when the contributions to education and search made by the writer and publisher are "free of charge"?



CanCopy knows that while it protects the interest of its members it must not hinder photocopying. It does not stand in the way of the transfer of information from teacher to student or from librarian to patron. Blanket licences will make it easier to copy, not harder. The new Canadian Copyright Act provides for just compensation for writers and publishers.

The collective approach to rights is successful throughout the world. Without it, the administration of photocopying permits would be chaotic, based on individual requests to copyright owners. Cooperation is the key — between creators and producers and those who use their work.

Harald Bohne, director of the University of Toronto Press from 1977 to 1989, is co-chair of the Canadian Reprography Collective, CanCopy.